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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JANUARY 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER



GLENN R. THOMPSON
DEPUTY MINISTER



Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	1
January 1987 Settlements	
Leather	3
Metal Fabricating	3
Transportation Equipment	4
Miscellaneous Manufacturing	5
Electric Power, Gas and Water Utilities	7
Wholesale Trade	7
Retail Trade	8
Education and Related Services	10
Health and Welfare Services	15
Miscellaneous Services	19
Federal Administration	20
Local Administration	21
Addenda	
June 1986 Settlement	22
August 1986 Settlement	23
December 1986 Settlements	24

Highlights

Aerospace Industry

In January, 760 plant and office employees of Fleet Aerospace Corp. in Fort Erie ratified two 3-year agreements negotiated by the Machinists union, ending an 11-week work stoppage. The agreements will run to September 30, 1989.

The employees received a \$500 lump-sum payment on the date of ratification, no increases in wages in the first year, and 3-percent increases in the second and third years. The cost-of-living provision was continued to provide quarterly adjustments calculated at 1 cent an hour for each 0.3 point change in the Consumer Price Index (1971=100). In the previous agreements the provision generated a total of 82 cents an hour which was added to wage rates on October 1, 1986.

Other terms included:

- A 5 cents increase in shift premiums, to 40 cents an hour for the second shift and 50 cents for the third shift;
- A \$150 increase in long-term disability benefits, to \$900 a month;
- A \$15 increase in vision care benefits, to a maximum claim of \$100 every 2 years;
- A \$5 increase in four stages in the pension benefit rate, to \$21 a month for each year of service;
- A \$5 increase in living allowance, to \$25 a day; and mileage allowance of 18 cents a kilometer, instead of 18 cents a mile.

Nursing Care

In December, the Service Employees union settled with Central Park Lodges for 298 employees in Hamilton, London, Ottawa and Toronto. The four agreements, which will run for 2 years expiring on May 31, 1988, provided a wage increase of 36 cents an hour on June 1, 1986, and will reopen negotiations for a further increase on June 1, 1987. In addition, the service requirements for 3 and 4 weeks vacation were reduced; the fee schedule for dental benefits was updated; and a pension plan will be introduced by January 1, 1988.

Also in December, an arbitration award settled the terms of five agreements covering 359 employees represented by the Canadian Public Employees union at Extendicare Health Services Inc. nursing homes in Sudbury, Timmins, Kapuskasing, Hearst and Haileybury. The new agreements will run for 2 years to May 31, 1987. Wage rates were increased by 65 cents in the first year and 59 cents in the second year in two stages, with an additional 13 cents for general aides; the shift premium was increased to 30 cents an hour, from 20 cents; the service requirement for 3 weeks vacation was reduced to 2 years from 4 years, and a fifth week after 20 years service was established; life insurance coverage was increased to \$20,000, from \$15,000; the dental

plan fee schedule was updated; and an employer-paid vision care plan was established.

In January, an arbitration award provided a 5-percent wage increase to 2,561 employees under a reopening provision in 25 agreements between the Service Employees union and Extendicare Health Services Inc., Beacon Hill Lodges of Canada Ltd., Diversicare Inc., and Versa-Care Ltd. The agreements are due to expire on December 31, 1987. The award also increased the maximum claim under the vision care plan to \$60 every 2 years, from \$50; and updated the benefit fee schedule under the dental plan.

Also in January, the Service Employees union negotiated wage increases of 4.8 percent on June 1, 1986 and 4.2 percent on June 1, 1987, for 268 employees of John Noble Home in Brantford. Other terms included a 2-year reduction in the service requirement for 4 weeks vacation, from 10 years, and a 3-year reduction in the service requirement for 5 weeks, from 20 years; life insurance coverage of one times annual salary, instead of \$10,000; a new employer-paid vision care plan, providing benefits of \$60 every 2 years for each family member; and a one-time payment for safety shoes to a maximum of \$60.

Six hundred and ten employees at homes for the aged in Whitby, Oshawa and Beaverton were covered by an arbitration award that settled the terms of a renewal agreement between the Durham Regional Municipality and the Canadian Public Employees union. The agreement will run for 2 years to December 31, 1987. The employees received wage increases of 3 percent on January 1, 1986, 2 percent on July 1, 1986, and 4.5 percent on January 1, 1987. Other terms included an increase in the shift premium to \$3.375 a shift, from \$2.40; a 2-year reduction in the service requirements for 5 and 6 weeks vacation; and a dental fee schedule updated from the 1984 to the 1986 rates.

Index to Settlements Reported, January 1987

Employer and Location	Union	Page
omplax Corp., Cobourg	Communications-Electrical Workers (CLC) (production and office empls.)	6
onsumers' Gas Co., Toronto and other central and southeastern Ontario centres	Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory empls.)	7
oro (Canada) Inc., Toronto	Metal Polishers (AFL-CIO/CLC)	5
urham Regional Municipality, Homes for the Aged, Whitby, Oshawa and Beaverton	CUPE (CLC) (full-time and part-time service empls.)	17
xtendicare Health Services Inc., Beacon Hill Lodges of Canada Ltd., Diversicare Inc., and Versa-Care Ltd., various centres in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	18
xtendicare Health Services Inc., York (Sudbury), Timmins, Kapuskasing, Hearst and Tri-Town (Haileybury)	CUPE (CLC) (full-time and part-time service empls.)	25
ederated Building Maintenance Co. Ltd., Pearson International Airport, Mississauga	Labourers (AFL-CIO)	19
leet Aerospace Corp., Fleet Industries Div., Fort Erie	Machinists (AFL-CIO/CLC) (production and office empls.)	4
reat Atlantic and Pacific Co. of Canada Ltd., Distribution Centre, Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC)	8
ohn Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	18
echanical Contractors Assn. of Ottawa, Renfrew and Ottawa Area	Plumbers (AFL-CIO/CFL)	23
etropolitan Separate School Board, Toronto	CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	10
ational Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Div. and Cash and Carry Operations at various locations in Ontario and Hull, Que.	Teamsters (Ind.) (full-time and part-time empls.)	7
ntario Masonary Contractors Assn. and Independent Masonry Contractors, OLRB Area 15, Residential Agreement	Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers)	22

Index to Settlements Reported, January 1987

Employer and Location	Union	Page
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	10
Peterborough County Board of Education, Peterborough	Ont. Secondary School Teachers' Fed. (Ind.)	11
Prescott-Russell County Board of Education, Hawkesbury	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	12
Rheem Canada Ltd., Hamilton and Oakville	United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	3
Sault Ste. Marie Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	12
Simcoe County Board of Education, Barrie	CUPE (CLC) (maintenance, service and plant operations empls.)	13
St. Thomas-Elgin General Hospital, St. Thomas	Service Employees Intl. (full-time and part-time service and maintenance empls.)	15
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL) (full-time and part-time service empls.)	16
Star Slipper Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	3
Sunnybrook Medical Centre, North York	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	17
Treasury Board of Canada	Professional Institute (Ind.) (commerce group)	20
Treasury Board of Canada	Professional Institute (Ind.) (meteorology group, full-time and part-time empls.)	21
Tridon Ltd., Burlington	Employees Assn. (Ind.)	24
York Region Board of Education, Aurora	CUPE (CLC) (office, clerical and technical empls.)	14
York Regional Municipality and York Regional Land Div., Newmarket	CUPE (CLC) (inside and outside empls.)	21

LEATHER

Star Slipper Co. Ltd. at Toronto - Local 82, Food and Commercial Workers
(AFL-CIO/CLC): A 24-month renewal agreement effective from October 4, 1986 to October 3, 1988, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 4/86	Oct. 4/87
General Increases		35¢	30¢
<u>Base Rates</u>			
Labour-A4		\$6.71 (\$6.36)	\$7.01
Labour-A1		\$7.13 (\$6.78)	\$7.43

Health and Welfare: Life Insurance - Benefit is \$4,500 (\$4,000).

Major Medical - Annual deductibles of \$10 for single coverage and \$20 for family coverage (previously \$25 deductible per family member to a maximum \$75 per year).

METAL FABRICATING

Reem Canada Limited at Hamilton and Oakville - Local 6868, United Steelworkers
(AFL-CIO/CLC) (plant and office employees): Two 36-month renewal agreements effective from November 18, 1986 to November 17, 1989, covering 377 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 18/86	Nov. 18/87	Nov. 18/88
<u>Plant Employees</u>				
COLA Fold-in		31¢		
General Increases		20¢	30¢	40¢
Class 2 (includes Stacker)		\$10.85 (\$10.34)	\$11.15	\$11.55
Class 22 (includes Tool Maker)		\$13.95 (\$13.44)	\$14.25	\$14.65

Office Employees - Individual adjustments to a maximum of 7% in first 2 years. Effective November 18, 1988, individual adjustments as necessary to match established wage grid.

Lump Sum Payment (Plant): Effective January 28, 1987, \$1,200 per eligible employee.

Cost of Living Allowance (Plant): 1¢ per full 0.4 point change in the Consumer Price Index - 1971=100, using the September 1988 index as the base. Adjusted quarterly and capped at 60¢. (Basic formula is unchanged.)

Paid Vacation (Office):	Maximum of 4 working days may be taken after July 1, for employee with less than 6 months of service as of June 30 in any contract year (new).
Vacation/Lieu Day (Plant):	When scheduled vacation day coincides with paid statutory or other recognized holiday, employee may work and receive time and one-half in lieu of time off or have vacation day rescheduled. (Previously, vacation day would be taken on first work day immediately following scheduled vacation period.)
Health and Welfare:	<u>Life Insurance (Plant)</u> - Effective February 1, 1987, benefit is \$19,000 (\$18,000). Effective December 1, 1987, \$19,500. Effective December 1, 1988, \$20,000. <u>Life Insurance (Office)</u> - Benefit is \$18,000 (\$17,000). Effective November 18, 1987, \$19,000. Effective November 18, 1988, \$20,000. <u>A. D. & D.</u> - Benefit is \$18,000. (Previously, \$17,000 for office, unchanged for plant.) <u>Weekly Indemnity (Plant)</u> - Effective February 1, 1987, benefit is \$235 (\$225). Effective December 1, 1987, \$240. Effective December 1, 1988, \$245. <u>Dental Plan</u> - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective December 1, 1988, the 1987 O.D.A. fee schedule.
Pension Plan (Plant):	<u>Basic Benefit</u> - Effective December 1, 1986, \$16.50 (\$16) per month per year of service. Effective December 1, 1987, \$17. Effective December 1, 1988, \$17.50. <u>Early Retirement (new)</u> - Effective December 1, 1987, employee aged 63 with 30 or more years of service may retire without actuarial reduction.
Safety Prescription Glasses (Plant):	Maximum \$72.50 (\$70) per year. Effective November 18, 1987, \$77.50. Effective November 18, 1988, \$82.50.

TRANSPORTATION EQUIPMENT

Fleet Aerospace Corporation, Fleet Industries Division at Fort Erie - Lodges 171 and 939, Machinists (AFL-CIO/CLC) (production and office employees):
Two 36-month renewal agreements effective from October 1, 1986 to September 30, 1989, covering 758 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
	COLA Fold-in	82¢		
	General Increases		3%	3%

	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
<u>Production Employees</u>			
Job Level 1 (includes Labourer)	\$12.47-\$13.34 (\$11.65-\$12.52)	\$12.84-\$13.74	\$13.23-\$14.15
Job Level 7 (includes Tool and Die Maker)	\$15.38 (\$14.56)	\$15.84	\$16.32
Job Level 8 (Jig Borer)	\$15.72 (\$14.90)	\$16.19	\$16.68
<u>Start Rate</u> - Newly hired employees in Job Levels 1, 2 and 3 receive 10% below job rate for 2 years (unchanged). Effective January 14, 1987, all employees referred to above are advanced 3 months closer to the job rate.			
Maximum rate for Labourer is reached after 48 weeks.			
<u>Lump Sum Settlement Payment:</u>	\$500 per employee.		
<u>Cost of Living Allowance:</u>	1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the September 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)		
<u>Shift Premium:</u>	0-40¢-50¢ (0-35¢-45¢).		
<u>Health and Welfare:</u>	<u>Long Term Disability</u> - Benefit is \$900 (\$750) per month. <u>Vision Care</u> - Maximum claim is \$100 (\$85) every 2 years.		
<u>Pension Plan:</u>	<u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Plan is not negotiable for 5 years. <u>Basic Benefit</u> - \$18 (\$16) per month per year of service. Effective October 1, 1987, \$19. Effective October 1, 1988, \$20. Effective October 1, 1989, \$21.		
<u>Mileage Allowance:</u>	18¢ per kilometre. (Previously, 18¢ per mile.)		
<u>Travel Allowance:</u>	<u>Living Allowance</u> - \$25 (\$20) per day.		

MISCELLANEOUS MANUFACTURING

Toro (Canada) Inc. at Toronto - Local 19, Metal Polishers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 5, 1987 to December 30, 1988, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 5/87</u>	<u>Jan. 4/88</u>
	Increases	approx. 4%	approx. 4%
	<u>Hourly Day Rates</u>		
	Tubbing-Sorting	\$5.45-\$7.80 (\$5.24-\$7.50)	\$5.65-\$8.10
	Maintenance	\$7.25-\$10.40 (\$6.97-\$10.00)	\$7.55-\$10.80

Maximum rates are reached after a combination of automatic and merit increases.

Paid Rest Periods: One 15-minute break in each half of a shift. (Previously, one 15-minute break per shift.)

Health and Welfare: Life Insurance - Benefit is \$5,000 (\$4,000).

Major Medical Plan (new) - Employer pays 100% of premium costs. Deductibles are \$50 for single coverage and \$100 for family coverage, with 80%-20% co-insurance.

Drug Plan (new) - Employer pays 100% of premium costs. Deductibles are \$10 for single coverage and \$20 for family coverage.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim for one set of eyeglasses and frames is \$120 every 2 years, on a 80%-20% co-insurance basis with a \$50 deductible.

Dental Plan (new) - Employer pays 100% of premium costs. Coverage is based on the 1987 Ontario Dental Association fee schedule. Deductibles are \$25 for single coverage and \$50 for family coverage with an annual maximum of \$1,000.

Safety Shoe Allowance: \$35 (\$20) per pair.

Complax Corporation at Cobourg - Locals 534 and 598, Communications-Electrical Workers (CLC) (production and office employees): A 24-month renewal agreement effective from January 20, 1987 to January 19, 1989, covering 427 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 20/87</u>	<u>Jan. 20/88</u>
	COLA Fold-in	39¢	
	General Increases	2%	2%
	Machine Attendant	\$11.33 (\$10.72)	\$11.56
	Tool and Mold Maker	\$14.81 (\$14.13)	\$15.11

Cost of Living Allowance: 1¢ per 0.32 point increase in the Consumer Price Index - 1971=100, using the September 1986 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)

ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers' Gas Company at Toronto and other central and southeastern Ontario centres - Local 513, Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory employees): A 24-month renewal agreement effective from February 1, 1987 to January 31, 1989, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	Feb. 1/87	Jan. 31/88
General Increases		4%	3.5%
Additional Adjustments		Revision of clerical job rates	
<u>Weekly Rates</u>			
Range 2 (includes Filing Clerk)		\$298.50-\$306.00 (\$287.00-\$294.50)	\$309.00-\$316.50
Range 10 (includes Senior Clerk)		\$549.50-\$560.00 (\$528.50-\$539.00)	\$569.00-\$579.00
Maximum rates are reached after 24 months.			

Overtime Pay: Employees on a 35 hours per week schedule receive time and one half after 40 hours for the next 3 (5) hours, and double time thereafter. Employees on a 40 hours per week schedule receive time and one half for the first 3 (5) hours, and double time thereafter.

Paid Vacation: 2 additional weeks in the year of normal retirement (new).

Meal Allowance: \$7 (\$6) after 3 hours of overtime.

WHOLESALE TRADE

National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Division and Cash and Carry Operations at various locations in Ontario and Hull, Quebec - Locals 91, 419, 879 and 880, Teamsters (Ind.) (full-time and part-time employees): Three 24-month renewal agreements effective from April 1, 1987 to March 31, 1989, covering 600 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 1/87	Apr. 1/88
Increases		70¢*	70¢*

	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
<u>Warehouse and Transport Employees</u>		
Warehouseman	\$15.00 (\$14.30)	\$15.70
Truck Mechanic Class A	\$16.15 (\$15.45)	\$16.85
<u>Office Employees</u>		
Printing Clerk	\$12.67 (\$11.97)	\$13.37
Computer Operator	\$16.46 (\$15.76)	\$17.16

* Applies to full-time employees only. Part-time, temporary and student rates are frozen for the duration of this agreement. Newly hired part-time and temporary employees and students receive \$6.50 per hour.

Start Rates Full-time (new) - Newly hired employee receives 55% of job rate, progressing by 10% every 9 months to the job rate after 45 months.

Lump Sum Settlement Payment: \$500 for eligible employee.

Hours of Work: 5 days of 8 hours per day (unchanged); or 4 days of 10 hours per day (new), in which case Saturday and Sunday provisions apply to the fifth day worked in a week.

Health and Welfare: Long Term Disability - Effective April 1, 1988, maximum benefit is \$1,050 (\$1,000) per month.

Weekly Indemnity - Effective April 1, 1988, maximum benefit is \$400 (\$375).

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Supplemental Unemployment Benefit Plan (new): Employee on layoff receives 80% supplemental unemployment benefit, subject to UIC restrictions.

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, Distribution Centre at Toronto - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from October 12, 1986 to October 15, 1988, covering 490 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 12/86</u>	<u>Jan. 25/87</u>	<u>Oct. 18/87</u>
	Increases	25¢*	10¢*	40¢
	Light Duty	\$6.62-\$11.37	\$6.62-\$11.47	\$7.02-\$11.87
	Warehouse	(\$6.62-\$11.12)		
	0-24 months			
	Senior Stationary	\$15.51	\$15.61	\$16.01
	Engineer	(\$15.26)		
	* Increases do not apply to the first five progression steps.			
Economic Adjustments (full-time):	Eight quarterly payments of \$125 each continue.			
Shift Premium:	Effective January 25, 1987, 65¢ (60¢) per hour worked between 7 p.m. and 7 a.m.			
Freezer Plant Premium:	Effective January 25, 1987, 50¢ (45¢) per hour worked.			
High-Rise Fork-lift Premium:	Effective January 25, 1987, 5¢ per hour worked replenishing racks over 15 (20) feet high.			
Christmas Bonus (new):	1 week's pay at regular rate, pro-rated at 1/4, 1/2, or 3/4 week's pay for 15, 18 or 21 months of service respectively as of December 1 each year.			
Health and Welfare:	<u>Life Insurance for Retirees</u> - Effective January 1, 1987, benefit is \$2,000 (\$1,500). <u>Long Term Disability</u> - Effective January 1, 1987, maximum benefit is \$1,900 (\$1,700) per month. <u>Vision Care</u> - Effective January 1, 1987, maximum claim is \$80 (\$50) every 2 years and 80%-20% co-insurance factor is eliminated. <u>Dental Plan</u> - Effective January 1, 1987, employer contributes 13¢ (12¢) per straight time hour worked to the Ontario Retail Employees Dental Benefit Trust Fund. Effective January 1, 1988, 14¢.			
Pension Plan:	<u>Basic Benefit</u> - Effective April 1, 1987, \$16 (\$15) per month per year of past service and \$21 (\$19) for future service. Effective April 1, 1988, \$23 for future service. <u>Early Retirement</u> - Effective January 1, 1987, full pension at age 55 with 30 years of service (at age 63).			
Meal Allowance:	Effective January 25, 1987, \$3.75 (\$3.50) after 10 hours of work.			

EDUCATION AND RELATED SERVICES

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from October 1, 1986 to September 30, 1988, covering 560 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>
	General Increases	3% plus \$7 per week	3% plus \$7 per week
	<u>Weekly Rates</u> 35 hours per week		
	Grade I (includes Mail Clerk)	\$267.39-\$317.54 (\$252.81-\$301.49)	\$282.42-\$334.07
	Grade VIII (Programmer/ Analyst)	\$613.66-\$720.11 (\$588.99-\$692.34)	\$639.07-\$748.71
	Maximum rates are reached after 1 6-month and 5 annual (6 annual) increases effective each January.		
Paid Vacation:	5 weeks and 1 day after 24 (25) years of service, 5 weeks and 2 days after 25 (26) years, 5 weeks and 3 days after 26 (27) years and 5 weeks and 4 days after 27 years (new). Effective July 1, 1987, 5 weeks and 1 day after 23 years, 5 weeks and 2 days after 24 years, 5 weeks and 3 days after 25 years, 5 weeks and 4 days after 26 years and 6 weeks after 27 (28) years.		
Bereavement Leave:	Maximum 2 days' paid leave upon death of a grandparent-in-law (new).		
Health and Welfare:	<u>Life Insurance for Retirees</u> - Effective January 1, 1987, benefit is \$5,000 (\$2,500).		
	<u>Vision Care</u> - Effective January 1, 1987, maximum claim is \$75 (\$60) every 24 months.		
	<u>Dental Plan</u> - Effective October 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective October 1, 1988, the 1987 O.D.A. fee schedule.		
Car Allowance:	Effective January 1, 1987, \$208 (\$200) per month for work-related travel. Effective January 1, 1988, \$216.		

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,165 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/86	Feb. 1/87
	Increases	4.35%	0.55% not compounded except 0.65%-0.95% to A1-A4 maximum rates
	Teacher-Category D 0-6 years	\$17,488-\$23,690 (\$16,759-\$22,702)	\$17,580-\$23,814
	Teacher-Category A1 0-10 years	\$23,312-\$38,253 (\$22,340-\$36,658)	\$23,435-\$38,491
	Teacher-Category A4 0-10 years	\$27,168-\$47,120 (\$26,035-\$45,156)	\$27,311-\$47,550
	Vice-Principal 0-5 years	\$42,758-\$49,207 (\$40,976-\$47,156)	\$42,984-\$49,550
	Principal 0-7 years	\$47,995-\$57,119 (\$45,994-\$54,738)	\$48,248-\$57,420
	Previous rates reflect a 4.6% wage increase on September 1, 1985 as the result of a wage reopener.		
Guaranteed Increment (new):	\$2,000 minimum increase to teacher's or vice-principal's current salary when promoted to vice-principal or principal respectively.		
Paid Moving Leave (new):	1 day per year.		
Paid Maternity Leave:	\$297 per week for the first 2 weeks (new).		

Peterborough County Board of Education at Peterborough - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 415 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
	General Increases	4.25%	*
	Teacher-Category 1 0-12 years	\$22,498-\$38,559 (\$21,581-\$36,987)	
	Teacher-Category 4 0-12 years	\$26,126-\$48,321 (\$25,061-\$46,351)	
	Vice-Principal	\$54,205-\$57,472 (\$51,995-\$55,129)	
	Principal	\$60,412-\$65,094 (\$57,949-\$62,440)	

* Increase to equal the percentage increase in the Consumer Price Index from the May 1986 to the May 1987 index, plus .25%.

Responsibility Allowances: Increased in accordance with the general wage increases.

Health and Welfare: Dental Plan - Effective February 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1987, the 1986 O.D.A. fee schedule.

Prescott-Russell County Board of Education at Hawkesbury - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 300 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.25%
	Teacher-Category I 0-10 years	\$22,370-\$39,174 (\$21,458-\$37,577)
	Teacher-Category IV 0-11 years	\$27,279-\$48,472 (\$26,167-\$46,496)
	Vice-Principal 0-3 years	\$53,631-\$58,085 (\$51,445-\$55,717)
	<u>Principal</u> 0-4 years	
	Fewer than 500 students	\$54,684-\$61,857 (\$52,455-\$59,335)
	500 or more students	\$59,228-\$66,399 (\$56,813-\$63,692)

Responsibility Allowances: Increased by 4.25%.

Graduate Degree Allowances: \$917 (\$880) for Master's Degree and \$1,058 (\$1,015) for Ph.D. Degree.

Sabbatical Leave: Maximum salary \$28,208 (\$27,058) per year.

Compassionate Leave (new): Maximum of 1 paid day in the event of serious illness of spouse or child.

Sault Ste. Marie Board of Education - Local 16, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 24-month renewal agreement effective from March 1, 1986 to February 28, 1988, covering 217 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
	Increases	4% approx.	4.7% approx.
	Job Class Increment	40¢ (39¢)	41¢
	Job Class 2 (Cleaner/Cafeteria)	\$9.58 (\$9.20)	\$10.04
	Job Class 13 (Maintenance A)	\$14.18 (\$13.52)	\$14.97
Responsibility Allowance:	25¢ (10¢) per hour for eligible cleaner.		
Vacation Pay (part-time):	8% (6%) after 9 years of service.		
Sick Leave:	Accumulated credits will not be used to make up the difference between normal pay and W.C.B. benefit for employee absent due to an accident covered by Workers' Compensation (new). Sick leave retirement gratuity provision grandfathered (new).		

Simcoe County Board of Education at Barrie - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 377 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Sept. 1/87</u>	
	General Increases	40¢	20¢	
	Additional Adjustment	50¢ for Cleaner		
	Custodian	\$9.79-\$10.36 (\$9.39-\$9.96)	\$9.99-\$10.56	
	Group 1 (includes Electrician)	\$12.38-\$12.77 (\$11.98-\$12.37)	\$12.58-\$12.97	
	Effective	<u>Mar. 1/88</u>		
	General Increase	40¢		
	Additional Adjustment	25¢ for Cleaner		
	Custodian	\$10.39-\$10.96		
	Group 1 (includes Electrician)	\$12.98-\$13.37		
	Maximum rate for Custodian is reached after 2 years and for Electrician, after 1 year.			

Shift Premium:	0-25¢-25¢ (0-22¢-26¢).
Bus Driver Premium:	\$2.75 (\$2.61) per day for regular noon hour kindergarten run.
Responsibility Allowance:	38¢ (36¢) per hour to Chief Custodian, Lead Hand or Custodian responsible for a school.
Paid Vacation:	Effective January 1, 1988, 5 weeks after 19 years of service (new).
Certificate Allowance:	41¢ (39¢) per hour for Custodian with Engineer's Certificate.
Weekend and Holiday School Check Allowances:	Increased by 4.5%.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 75% (50%) of premium costs.
Safety Shoe Allowance:	\$60 (\$50) during the term of this agreement.

York Region Board of Education at Aurora - Local 1734, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 460 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increase		55¢
	Additional Adjustments	Restructuring of wage schedule with new classifications added	
	Clerical Level 1 5 levels Effective Jan. 1/88, 4 levels	\$7.93-\$9.53 (\$7.50-\$9.03)	\$8.88-\$10.08
	Buyer 5 levels Effective Jan. 1/88, 4 levels	\$13.19-\$16.19 (\$11.10-\$15.69)	\$14.49-\$16.74

Shift Premium (new):	35¢ per hour when a second shift is necessary and the majority of hours worked are between 5 p.m. and 11 p.m.
Bereavement Leave:	3 days' paid leave upon death of grandparent and grandchild (new).

Health and Welfare: Dental Plan - Employer pays 100% (50%) of premium costs. Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1987 O.D.A. fee schedule.

Vision Care - Effective January 1, 1988, maximum claim is \$150 (\$100) every 2 years.

Continuation of Benefits (new) - Employer shares premium costs during maternity and adoption leave.

Educational Trust Fund: \$4,000 (\$2,000). Effective January 1, 1988, \$5,000.

Meal Allowance: \$7 (\$4) after 3 hours of overtime for eligible employee.

HEALTH AND WELFARE SERVICES

St. Thomas-Elgin General Hospital at St. Thomas - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service and maintenance employees): Two 24-month renewal agreements effective from January 19, 1986 to January 18, 1988, covering 456 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	Jan. 19/86	Jan. 19/87
General Increases		5%	4.5%
Additional Adjustments		25¢ for Registered O.R. and O.T. Technicians	
General Kitchen Help		\$9.630-\$9.763 (\$9.171-\$9.298)	\$10.063-\$10.202
R.N.A.		\$11.053-\$11.250 (\$10.527-\$10.711)	\$11.550-\$11.756
Electrician		\$12.401-\$12.595 (\$11.810-\$11.995)	\$12.959-\$13.162

Maximum rate for General Kitchen Help is reached after 12 months, for R.N.A. after 18 months, and for Electrician after 6 months.

The following changes are effective January 15, 1987, unless stated otherwise.

Shift Premium: 45¢ (40¢) per hour when the majority of the shift hours are between 3 p.m. and 8 a.m.

Standby Pay: \$1.40 (\$1.25) per hour.

Responsibility Pay: \$3 per shift (previously, 10% of straight time rate).

Paid Vacation (full-time): Effective January 19, 1987, 5 weeks after 17 (20) years of service.

Vacation Pay (part-time): Pay is based on increments of 1,650 hours worked (previously, based on calendar years of service).

Health and Welfare (full-time): Major Medical - Effective January 1, 1987, maximum ninety 8-hour shifts per year for private duty nursing (previously, no maximum).

Continuation of Benefits - All benefits except vacation entitlement maintained for up to 15 weeks when absent due to illness and for up to 6 months when on WCB leave (new).

Clothing Allowance (full-time): Effective January 19, 1987, \$60 (\$40) per year.

St. Vincent Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CFL) (full-time and part-time service employees): A 24-month renewal agreement effective from April 1, 1986 to March 31, 1988, covering 650 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 5/87</u>	<u>Oct. 4/87</u>
	Increases	\$75-\$110 per month	\$75-\$140 per month	
	Additional Adjustments	3 classifications added*		\$15-\$50 per month for some classifications
<u>Monthly Rates</u> 37 1/2 hours per week				
	Maid	\$1,520-\$1,625 (\$1,445-\$1,550)	\$1,595-\$1,700	\$1,645-\$1,750
	R.N.A.	\$1,770-\$1,875 (\$1,695-\$1,800)	\$1,845-\$1,950	\$1,870-\$1,975
	Electrician	\$2,380-\$2,485 (\$2,270-\$2,375)	\$2,495-\$2,600	\$2,495-\$2,600
	Senior Electrician (new)	\$2,540-\$2,685	\$2,730-\$2,825	\$2,730-\$2,825

* Senior Electrician, Mechanical Technician and Physiotherapy Aid.

Maximum rates are reached after 3 annual increases.

Shift Premium: Effective April 6, 1986, 35¢ (28¢) when majority of shift hours are between 2 p.m. and 8 a.m. Effective October 5, 1986, 45¢. Effective April 5, 1987, 50¢.

Long Service Premium:	\$4 (\$3) per week after 15 years of service, \$5.50 (\$4) after 20 years, \$7 (\$4.50) after 25 years and \$10 (\$9) after 35 years.
Paid Vacation:	Effective May 1, 1987, 5 weeks after 17 (20) years of service.
Education Leave (full-time):	Paid leave for writing examinations for mutually agreed upon work-related courses (new).

Sunnybrook Medical Centre at North York - Local 777, Service Employees International (AFL-CIO/CLC) (full-time and part-time office and clerical employees): A 12-month renewal agreement effective from October 1, 1985 to September 30, 1986, covering 300 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	Oct. 1/85
	General Increase	4.5%
	Grade I (includes Clerk Messenger)	\$8.312-\$9.268 (\$7.954-\$8.869)
	Grade VI (includes Health Records Technician)	\$10.088-\$11.074 (\$9.654-\$10.597)
	Maximum rates are reached after 3 annual increases.	
Shift Premium:	\$2.62 (\$2.25) per shift.	
Paid Vacation:	4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.	
Paid Maternity Leave (new):	Maximum 15 weeks at the difference between 75% of wages and UIC benefit, paid after a 2-week waiting period.	
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Employer pays 75% (50%) of premium costs.	

Durham Regional Municipality, Homes for the Aged at Whitby, Oshawa and Beaverton - Local 132, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 610 employees, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/86	July 1/86	Jan. 1/87
	General Increases	3%	2%	4.5%
	Housekeeping Aide	\$9.41 (\$9.14)	\$9.60	\$10.03
	Maintenance Worker II	\$11.16 (\$10.84)	\$11.39	\$11.90

	<u>Jan. 1/86</u>	<u>July 1/86</u>	<u>Jan. 1/87</u>
Shift Premium:	Effective May 1, 1987, \$3.375 (\$2.40) per shift.		
Paid Vacation (full-time):	Effective January 1, 1987, 5 weeks after 18 (20) years of service and 6 weeks after 26 (28) years.		
Vacation Pay (part-time):	Effective January 1, 1987, 6% (5%) after 4 (6) years of service.		
Health and Welfare:	<u>Dental Plan</u> - Effective February 1, 1987, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule.		

Extendicare Health Services Inc., Beacon Hill Lodges of Canada Ltd., Diversicare Inc., and Versa-Care Ltd., various centres in Ontario - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Twenty-five 12-month agreements resulting from a wage and benefits reopener provision during the last year of a 2-year agreement terminating December 31, 1987, covering 2,561 employees, settled by arbitration. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	5%
	<u>Extendicare Ltd.</u>	
	Housekeeping Aide	\$9.46-\$10.08 (\$9.01-\$9.60)
	R.N.A.	\$10.41-\$11.03 (\$9.91-\$10.50)
	Maintenance	\$11.74-\$12.38 (\$11.18-\$11.79)
	Maximum rates are reached after 3,900 paid hours for permanent part-time and full-time employees, and after 3,600 paid hours for casual part-time employees.	
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$60 (\$50) every 24 months.	
	<u>Dental Plan</u> - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.	

John Noble Home at Brantford - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from June 1, 1986 to May 31, 1988, covering 268 employees, settled at the post conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>
	General Increases	4.8%	4.2%
	Laundry Helper	\$9.25-\$9.45 (\$8.83-\$9.02)	\$9.64-\$9.85
	Cook	\$9.64-\$9.90 (\$9.20-\$9.45)	\$10.04-\$10.32
	R.N.A.	\$10.26-\$10.53 (\$9.79-\$10.05)	\$10.69-\$10.97
	Maximum rates are reached after 2 years.		
Paid Vacation:	4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.		
Sick Leave:	Payable from the first day of absence. (Previously, payable only if hospitalized or attending out-patient treatment.)		
Health and Welfare:	<u>Life Insurance</u> - Benefit is one times annual salary. (Previously, \$10,000.) <u>Vision Care (new)</u> - Employer pays 100% of premium costs. Benefit is \$60 every 2 years per family member.		
Safety Shoe Allowance (new):	Maximum \$60 one time allowance for eligible full-time employee.		
Payment in Lieu of Fringe Benefits (part-time):	Effective June 1, 1987, 14% (12%) of straight time rate.		

MISCELLANEOUS SERVICES

Federated Building Maintenance Company Limited at Pearson International Airport, Mississauga - Local 183, Labourers (AFL-CIO): A 36-month first agreement effective from January 1, 1987 to December 31, 1989, covering 243 employees, settled at the bargaining stage.
Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	Increases	\$1.45-\$1.50	30¢	30¢
	Light Duty Cleaner	\$6.00 (\$4.50)	\$6.30	\$6.60
	Heavy Duty Cleaner	\$6.60 (\$5.15-\$5.50)	\$6.90	\$7.20
	<u>Start Rate</u> - 60¢ per hour less than classification rate for probationary and part-time employees and students.			

Hours of Work: 8 hours per day.

Shift Premium:	25¢ per hour worked between 11:00 p.m. and 7:30 a.m.
Overtime Pay:	Time and one-half for all hours worked in excess of regular weekly hours.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day. Effective January 1, 1988, Boxing Day is added for a total of 8 days. When holiday falls during vacation, employee receives holiday pay, plus an additional day's straight time pay or a day off in lieu.
Pay for Work on Paid Holidays:	Time and one-half for all hours worked, plus holiday pay.
Reporting Pay:	Minimum 4 hours' work or 4 hours' pay at regular rate when employee reports to work because of insufficient notice.
Injury Pay:	Employee receives appropriate rate of pay for remainder of day, when requested by company physician to leave work. Employer pays for transportation when necessary.
Bereavement Leave:	3 days' paid leave upon death of parent, parent-in-law, spouse, child, brother or sister.
Health and Welfare:	<u>OHIP</u> - Effective January 1, 1988, employer pays 50% of premium costs.
Travel Allowance:	\$15 per week after 5 complete scheduled work days. Effective January 1, 1989, \$20. Amounts may be pro-rated for less than 5 days at employer's discretion.

FEDERAL ADMINISTRATION

<u>Treasury Board of Canada - Professional Institute (Ind.) (commerce group): A</u>		
12-month renewal agreement effective from December 22, 1986 to December 21, 1987, covering 1,315 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.		
Wages:	Effective	<u>Dec. 22/86</u>
	General Increase	3.5%
	<u>Annual Rates</u>	
	C0-1	\$30,096-\$40,038
	8 levels	(\$29,078-\$38,684)
	C0-4	\$54,897-\$66,779
	6 levels	(\$53,041-\$64,521)
Standby Pay (new):	1/2 hour's straight time pay for each 4-hour period or portion thereof.	
Sick Leave (full-time):	Employee rehired within one year after lay-off has sick leave credits restored (new).	

Career Development:	Eligible employee to be reimbursed for registration fees and other approved expenses in addition to regular salary when attending career development functions at employer's request. (Previously, employee received regular salary only.)
Meal Allowance:	\$5 (\$4.50) after 3 hours of overtime and \$4.50 (\$3.50) after 4 more hours.

Treasury Board of Canada - Professional Institute (Ind.) (meteorology group, full-time and part-time employees): A 5-month renewal agreement effective from January 19, 1987* to June 30, 1987, with wages retroactive to July 1, 1986, covering 209 Ontario employees, settled by arbitration. Duration of negotiations - 6 months.

* Previous agreement expired June 30, 1986.

Wages:	Effective	<u>July 1/86</u>
	General Increase	3.5%
	<u>Annual Rates</u>	
	MT-2	\$27,628-\$37,874
	8 levels	(\$26,694-\$36,593)
	MT-8	\$55,292-\$62,059
	5 levels	(\$53,422-\$59,960)

Shift Premium:	Effective November 26, 1986, 60¢ (50¢) per hour when majority of hours worked are between 4 p.m. and 8 a.m.
Weekend Premium:	Effective November 26, 1986, 60¢ (45¢) per hour worked on Saturday or Sunday.
Paid Vacation:	4 weeks after 8 (9) years of service.
Meal Allowance:	\$5 (\$4.75) after 3 hours of overtime and \$4.50 (\$3.75) after 4 more hours.
Call-Back Expenses:	Employee no longer reimbursed for mileage or expenses when reporting for call-back.

LOCAL ADMINISTRATION

York Regional Municipality and York Regional Land Division at Newmarket - Local 1953, Canadian Union of Public Employees (CLC) (inside and outside employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 310 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.25%	4.25%
	Additional Adjustments	20¢ for child care providers	20¢ for child care providers

	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Clerk Typist	\$8.65-\$9.39 (\$8.30-\$9.01)	\$9.02-\$9.79
Labourer/Driver	\$11.87 (\$11.39)	\$12.38
Planner III	\$22.36-\$25.86 (\$21.45-\$24.80)	\$23.31-\$26.96

Maximum rate for Clerk Typist is reached after 30 months, and for Planner III after 42 months.

Shift Premium: Effective January 29, 1987, 0-50¢-50¢ (0-45¢-45¢).

Height Premium: Effective January 29, 1987, 90¢ (80¢) per hour.

Paid Vacation: 12 (10) days after 2 years of service and 20 (19) days after 8 years for all employees except Day Care Teachers and York Manor Nurses. The following provisions are added to the existing vacation entitlement for all employees: 21 days after 9 years, 22 days after 10 years, 23 days after 11 years, 24 days after 13 years, 25 days after 15 (17) years, 26 days after 17 years, 27 days after 19 years, 28 days after 21 years and 29 days after 23 years for all employees (new).

Health and Welfare: Vision Care - Maximum claim is \$200 (\$100) every 24 months.

Safety Shoe Allowance: \$60 (\$50) per year.

Addenda

June 1986 Settlement

CONSTRUCTION

Ontario Masonry Contractors Association and Independent Masonry Contractors at OLRB Area 15, Residential Agreement - Local 7, Bricklayers International (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers): Several 24-month renewal agreements effective from May 1, 1986 to April 30, 1988, covering 500 employees, settled at the bargaining stage and ratified in June 1986. Duration of negotiations - 5 months.

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Package:	Effective	<u>June 30/86</u>	<u>May 1/87</u>
	Increases	\$2.55 for up to 2 storeys, 93¢ for over 2 storeys	\$1

	<u>June 30/86</u>	<u>May 1/87</u>
<u>Journeyman</u>		
Up to 2 (6) storeys	\$20.98 (\$18.43)	\$21.98
Over 2 (6) storeys	\$21.98 (\$21.05)	\$22.98

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

August 1986 Settlement

CONSTRUCTION

Mechanical Contractors Association of Ottawa at Renfrew and Ottawa Area - Local 71, Plumbers (AFL-CIO/CFL): Two 24-month renewal agreements effective from May 1, 1986 to April 30, 1988, covering 300 employees, settled at the bargaining stage and ratified in August 1986. Duration of negotiations - 3 months.

Package:	Effective	<u>May 21/86</u>	<u>May 1/87</u>
	General Increases	\$1	75¢
	Journeyman, Houses	\$22.53 (\$21.53)	\$23.28
	Journeyman, Service Work	\$23.63 (\$22.63)	\$24.38

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Overtime Pay:	Time and one-half (double time) to a maximum of 4 hours Monday to Friday (new).
Welfare Fund:	Employer contributes 90¢ (75¢) per hour worked. Effective May 1, 1987, \$1.
Pension Fund (Service Work):	Employer contributes \$1.05 (\$1) per hour worked. Effective May 1, 1987, \$1.10.
Industry Fund:	Employer contributes 15¢ (12¢) per hour worked. Effective May 1, 1987, 18¢.
Mileage Allowance:	45¢ (40¢) per mile outside free zone to a maximum 35 miles one-way. Effective May 1, 1987, 50¢.
Board Allowance:	Effective May 1, 1987, \$43 (\$40) per working day on projects outside mileage allowance area.

December 1986 Settlement

TRANSPORTATION EQUIPMENT

Tridon Limited at Burlington - Employees Association (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 454 employees, settled at the bargaining stage and ratified in December 1986. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	5%	4.5%
	Additional Adjustment	29¢ for Material Co-ordinator	
	Skilled Trades Adjustment	25¢ for Toolmaker	8¢ for Toolmaker
	Operator (Non-Incentive)	\$10.05 (\$9.57)	\$10.50
	Toolmaker A	\$15.81 (\$14.82)	\$16.60
Cost of Living Allowance:	1¢ per full 0.1% increase in the Consumer Price Index - 1971=100, from the November 1986 to the November 1987 index. Triggered at 6% (7%) and adjusted quarterly thereafter. (Basic formula is unchanged. Formula did not trigger.)		
Shift Premium:	0-35¢-40¢ (0-33¢-38¢). Effective January 1, 1988, 0-37¢-42¢.		
Lead Hand Premium:	36¢ (25¢) per hour.		
Group Leader Premium:	5% above the highest classification in group. (Previously, 36¢ per hour.)		
Bereavement Leave:	3 (1) days' paid leave upon death of grandparent, 3 days for grandchild (new) and 1 day for brother/sister-in-law (new).		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$14,000 (\$12,000). Effective January 1, 1988, \$15,000.		
	<u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1986 O.D.A. fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$15 (\$13) per month per year of future service. Effective January 1, 1988, \$16.		
	<u>Early Retirement</u> - Benefit is reduced by .25% (.5%) per month of early retirement.		
Safety Shoe Allowance:	\$65 (\$50) per year.		

HEALTH AND WELFARE SERVICES

Extendicare Health Services Inc. at York (Sudbury), Timmins, Kapuskasing, Hearst and Tri-Town (Haileybury) - Various Locals, Canadian Union of Public Employees (CLC) (full-time and part-time service employees):
Five 24-month renewal agreements effective from June 1, 1985 to May 31, 1987, covering 359 employees, settled by arbitration in December 1986. Duration of negotiations - 19 months.

Wages:	Effective	<u>June 1/85</u>	<u>June 1/86</u>	<u>Jan. 1/87</u>
General Increases		65¢	35¢	24¢
Additional Adjustment				13¢ for General Aide
General Aide		\$8.55-\$9.08 (\$7.90-\$8.43)	\$8.90-\$9.43	\$9.27-\$9.80
R.N.A.		\$9.69-\$10.34 (\$9.04-\$9.69)	\$10.04-\$10.69	\$10.28-\$10.93

Maximum rates are reached after 2 annual increases.

Shift Premium: 25¢ (20¢) per hour if majority of shift hours fall between 3 p.m. and 7 a.m. Effective June 1, 1986, 30¢.

The following changes are effective December 24, 1986.

Paid Vacation (full-time): 3 weeks after 2 (4) years of service and 5 weeks after 20 years (new).

Vacation Pay (part-time): One year of service for vacation pay purposes reduced to 1680 (1950) paid hours.

Payment in lieu of Fringe Benefits (part-time); 11% (10%) of straight time rate.

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$15,000).

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$60 every 2 years.

Dental Plan - Blue Cross Plan #9 (#7). Coverage is based on the current year's (1983) Ontario Dental Association fee schedule.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
FEBRUARY 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	26
February 1987 Settlements	
Food and Beverage	28
Primary Metal	29
Metal Fabricating	31
Transportation Equipment	33
Electrical Products	37
Chemical and Chemical Products	39
Electric Power, Gas and Water Utilities	40
Retail Trade	41
Education and Related Services	42
Health and Welfare Services	48
Local Administration	49
Addenda	
January 1987 Settlements	50
Erratum	55

Highlights

Aerospace Industry

A 17-week strike against Spar Aerospace Ltd. in Toronto ended in early February when the 600 production, clerical and technical workers involved ratified a settlement negotiated by the Canadian Auto Workers union. The settlement covered two agreements which will run for 2 years to February 4, 1989.

For the first eight months of the agreements, groups 1-3 skilled employees received a wage increase of 15 cents an hour and groups 10-12 salaried employees received an increase of \$5.62 a week. For the remaining sixteen months of the agreements, effective October 1, 1987, all hourly-rated employees will receive increases of 5 cents to 25 cents an hour and groups 3-12 salaried employees will receive increases of \$1.87 to \$9.37 a week.

A \$1.18 an hour cost-of-living float for hourly-rated employees and \$47.50 a week for groups 3-12 salaried employees generated under the previous agreements were incorporated into base pay rates, and the cost-of-living provision was continued to provide quarterly adjustments calculated at 1 cent an hour for each 0.3 point change in the Consumer Price Index (1971=100) for hourly-rated employees and at 50 cents a week for each 0.5 point change in the Index for salaried employees.

Other terms included:

- A 10 cents increase in shift premiums, to 42 cents an hour for the second shift and 52 cents for the third for hourly-rated employees; and a \$3.75 increase, to \$15.75 a week for the second shift and \$19.50 for the third for salaried employees.
- A \$23 increase in sickness and accident benefits, to \$346 a week.
- An \$85 increase in long-term disability benefits, to \$1,250 a month.
- A \$25 increase in vision care benefits, to \$125 every two years.
- A \$100 increase in the life-time claim for hearing aid, to \$850.
- A \$2,000 increase in life insurance, to \$30,000; and a \$1,000 increase in accidental death or dismemberment insurance, to \$15,000.
- A \$2 increase in the pension benefit rate, to \$19 a month for each year of service.
- A lump-sum payment of \$774 to \$964 for hourly-rated employees and \$632 to \$984 for salaried employees in lieu of outstanding statutory holidays in 1986.

Electrical Products Industry

Canadian General Electric Co. settled with the United Electrical Workers for 2,000 employees at the company's plants in Toronto, Burlington,

Trenton and Peterborough. The new agreement will run for 2 years to December 23, 1988.

The employees received wage increases of 14 cents to 35 cents an hour in the first year and 13 cents to 27 cents in the second year. A 28-cents an hour cost-of-living float accrued under the previous agreement was incorporated into base pay rates, and the cost-of-living provision was continued to provide quarterly adjustments calculated at 1 cent an hour for each 0.32 point change in the Consumer Price Index (1971=100).

Pension changes included an 80 cents increase in the maximum benefit rate, to \$20 a month for each year of service. The benefit for semi-private hospital room accommodation was increased by \$5, to \$30 a day; and the maximum claim for major medical benefits for retirees was increased by \$10,000 to \$40,000. The service requirement for 3 weeks' paid vacation was reduced from 5 to 4 years, and for 5 weeks' vacation from 23 to 21 years; and paid bereavement leave upon death in the immediate family was increased to 5 days from 3 days.

The wage rate of employees displaced as a result of technological change will be protected for 39 weeks instead of 26 weeks; and under a new provision in the Income Extension Aid Plan employees affected by a plant closure will receive severance pay calculated at one and a half weeks' pay for each year of service to 20 years, and two weeks' pay for each year exceeding 20 years.

Index to Settlements Reported, February 1987

Employer and Location	Union	Page
BBC Brown Boveri Canada Inc., Power Distribution Div., Mississauga	Cdn. Operating Engineers (CCU)	38
Brampton City Corp.	CUPE (CLC) (outside, office and technical/professional empls.)	49
CAE DieCast Ltd., St. Catharines	Machinists (AFL-CIO/CLC)	29
Canadian General Electric Co. Ltd., Toronto, Burlington, Peterborough and Trenton	Electrical Workers (UE) (CLC)	37
Cyanamid Canada Inc., Niagara Falls	Electrical Workers (UE) (CLC)	39
Ford Electronics Manufacturing Corp., Markham	Machinists (AFL-CIO/CLC)	37
Foster Wheeler Ltd., St. Catharines	United Steelworkers (AFL-CIO/CLC)	31
Fruehauf Canada Inc., Manufacturing Plant, Ingersoll	Cdn. Auto Workers (CLC)	35
Great Atlantic and Pacific Co. of Canada Ltd., Windsor and Amherstburg	United Steelworkers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	41
Haldimand Board of Education, Cayuga	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	42
Innopac Inc., Montebello Metal Inc. Div., Hawkesbury	United Steelworkers (AFL-CIO/CLC)	32
Kent County Roman Catholic Separate School Board, Chatham	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	43
London City Public Utilities Commission	CUPE (CLC)	40
Muskoka Board of Education, Bracebridge	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	50
Ottawa Board of Education	CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	44

Index to Settlements Reported, February 1987

Employer and Location	Union	Page
Peel Board of Education, Mississauga	CUPE (CLC) (full-time academic year and temporary office and clerical empls.)	45
Peel Board of Education, Mississauga	CUPE (CLC) (full-time custodial and maintenance empls.)	45
Peterborough County Board of Education, Peterborough	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	46
Riverdale Hospital, Toronto	CUPE (CLC) (full-time office, clerical and service empls.)	48
Scarborough General Hospital	CUPE (CLC) (part-time service and maintenance empls. and students)	48
Sheller-Globe of Canada Ltd., Kingsville	Cdn. Auto Workers (CLC)	36
Simcoe County Board of Education, Barrie	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	47
Spar Aerospace Ltd., Toronto	Cdn. Auto Workers (CLC) (hourly rated and salaried empls.)	33
Standard Tube Canada Inc., Woodstock	Cdn. Auto Workers (CLC)	29
Timminco Ltd., Chromasco Div., Haley	United Steelworkers (AFL-CIO/CLC)	30
Toronto Electric Commissioners and Toronto Hydro-Electric System	CUPE (CLC) (hourly rated and salaried empls.)	40
Victoria Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	51
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	28
Women's College Hospital, Toronto	CUPE (CLC) (full-time service and maintenance empls.)	52

FOOD AND BEVERAGE

William Neilson Limited at Georgetown and Toronto - Local P529A, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1986 to November 30, 1988, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 1/86</u>	<u>Dec. 1/87</u>
	General Increases	5%	4%
	Job Class P6 (includes Packer)	\$8.77 (\$8.35)	\$9.12
	Job Class T2 (includes Tractor Driver)	\$13.19 (\$12.56)	\$13.72
	Job Class M1A (Electronic Technician)	\$16.92 (\$16.11)	\$17.59
Shift Premium:	Effective February 8, 1987, 0-37¢-55¢ (0-35¢-50¢). Effective December 1, 1987, 0-40¢-60¢.		
	Effective February 8, 1987, \$3.65 (\$3.45) per hour for work prior to 6 a.m. for "A" shift employees. Effective December 1, 1987, \$3.80.		
Sunday Premium:	Effective February 8, 1987, \$3.50 (\$3) per hour for employees at the Weston Road plant.		
Freezer Premium:	Effective February 8, 1987, 32¢ (29¢) per hour. Effective December 1, 1987, 35¢.		
Ice Cream Premium:	Effective February 8, 1987, 37¢ (34¢) per hour. Effective December 1, 1987, 40¢.		
Paid Vacation:	Effective February 8, 1987, 6 weeks after 28 (29) years of service.		
Health and Welfare:	<u>Vision Care</u> - Effective March 1, 1987, maximum claim is \$85 (\$75) every 2 years.		
	<u>Dental Plan</u> - Effective March 1, 1987, coverage is based on the 1986 (current year's) Ontario Dental Association fee schedule. Maximum annual claim is \$1,200 (new). Dentures are added with 50%-50% co-insurance (new). Maximum lifetime orthodontic benefit is \$1,500 with 75%-25% co-insurance (new). Effective January 1, 1988, the 1987 O.D.A. fee schedule.		
Meal Allowance:	Effective February 8, 1987, eligible employees receive \$4.10 (\$3.90) plus 1/2 hour paid meal break after 9 hours, and 12 hours on a shift. Highway transport driver receives \$5.30 (\$5) for work during normal lunch period.		
Safety Shoe Allowance:	\$50 or \$58 (\$48 or \$55) per year depending on designation. Effective December 1, 1987, \$52 and \$61 respectively.		

Tool Allowance: Effective January 1, 1987, \$47.50 (\$45) per year for Lubrication Mechanic and \$155 (\$148) per year for skilled trades. Effective January 1, 1988, \$50 and \$163 respectively.

PRIMARY METAL

Standard Tube Canada Inc. at Woodstock - Local 636, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from January 3, 1987 to January 2, 1990, covering 330 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

* Includes 90 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 3/87</u>	<u>Jan. 3/88</u>	<u>Jan. 3/89</u>
	General	25¢	20¢	15¢
	Increases			
	COLA Fold-in	\$1		
	Skilled Trades	5¢	5¢	10¢
	Adjustments			
	<u>Dayworkers</u>			
	General Job	\$12.43	\$12.63	\$12.78
	Classification	(\$11.18)		
	Grade "B"			
	Tool & Die	\$14.54	\$14.79	\$15.04
	Maker	(\$13.24)		

Cost of Living Allowance: \$1.47 COLA was generated under previous agreements; \$1 is folded into wages and 47¢ continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the November 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$19,000 (\$17,000). Effective January 3, 1988, \$20,000. Effective January 3, 1989, \$21,000.

Weekly Indemnity - Benefit is \$25 (\$16) above UIC maximum.

Dental Plan - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective January 3, 1989, the 1987 O.D.A. fee schedule.

Pension Plan: Basic and Supplemental Benefits - \$17.50 (\$15.50) per month per year of service.

CAE DieCast Ltd. at St. Catharines - Local 2719, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from January 2, 1987 to January 1, 1989, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 2/87	Jan. 2/88
	COLA Fold-in	26¢	
	General Increases	5.5%	5.5%
	Skilled Trades Adjustments	25¢	25¢
	Special Trade Adjustment	30¢*	
	Additional Adjustments	33 (38) job classifications	
	Job Class I (Labourer)	\$10.23 (\$9.44)	\$10.80
	Job Class 12 (includes Electrician)	\$14.68 (\$13.42)	\$15.48

* Electrician certified in Programmable Logic Controllers.

Previous rates reflect 24¢ COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ per full 0.2 point increase in the Consumer Price Index - 1981=100, using the December 1986 index as the base. Adjusted monthly. Folded into wages on December 31, 1987. (Basic formula is unchanged.) Effective January 2, 1988, 1¢ per full 0.1 point increase in the CPI. Capped at 75¢ (50¢) over the contract term.

Shift Premium: Effective January 2, 1988, 0-45¢-55¢ (0-40¢-50¢).

Overtime Pay: Employee scheduled to work a Saturday or Monday midnight shift receives double time (time and one-half) for all hours worked before the shift starts.

Health and Welfare: Drug Plan (new) - Effective January 2, 1988, annual deductibles are \$10 for single coverage and \$20 for family coverage.

Dental Plan - Coverage is based on the previous year's (1982) Ontario Dental Association fee schedule.

Continuation of Benefits - Coverage continues to the end of the month in which layoff occurs (new).

Safety Shoe Allowance: Employer will supply safety footwear as necessary. (Previously, \$60 per year.)

Timminco Limited, Chromasco Division at Haley - Local 4632, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 19, 1986 to October 18, 1989, covering 375 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 19/86</u>	<u>Oct. 19/87</u>	<u>Oct. 19/88</u>
COLA Fold-in		25¢		
General Increases		30¢	25¢	20¢
Job Class Increments			12.85¢ (11.85¢)	13.35¢
Job Class 2 (includes Clean-up Labour)		\$10.668 (\$10.118)	\$10.928	\$11.133
Job Class 18 (includes Electronic Repairman)		\$12.564 (\$12.014)	\$12.984	\$13.269

Previous rates reflect 58¢ COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ per 0.45 point increase in the Consumer Price Index - 1971=100, using the June 1986 index as the base. Adjusted quarterly and folded into wages annually. (Basic formula is unchanged.)

Shift Premium: Effective October 19, 1987, 0-29¢-34¢ (0-24¢-29¢).

Paid Vacation: Effective October 19, 1988, 6 weeks after 25 (28) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$20,000 (\$18,000).
Effective October 19, 1987, \$22,000. Effective October 19, 1988, \$24,000.

Dental Plan - Effective June 1, 1987, coverage extended to include dentures, with 50%-50% co-insurance (new).

Pension Plan: Basic Benefit - Effective January 1, 1987, \$14 (\$12) per month per year of service. Effective January 1, 1988, \$16. Effective January 1, 1989, \$20.

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Local 6519, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 7, 1987 to February 3, 1989, covering 294 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 9/87</u>	<u>Feb. 8/88</u>
General Increases		50¢	31¢
Job Class Increments		27¢ (26¢)	28¢

	<u>Feb. 9/87</u>	<u>Feb. 8/88</u>
Labourer (Job Class 2)	\$9.58 (\$9.07)	\$9.90
Tool Maintenance (Job Class 17)	\$13.63 (\$12.97)	\$14.10
<u>Start Rate</u> - 90% of job rate for job class 1 to 10 (1 to 13).		
Shift Premium:	Effective February 11, 1987, 0-36¢-45¢ (0-34¢-42¢).	
Outside Premium:	\$1 (75¢) per hour worked for employee assigned duties outside of company property.	
Bereavement Leave:	1 day's paid leave to attend funeral of grandchild (new).	
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective March 1, 1987, benefit is \$17,000 (\$16,000). Effective January 1, 1988, \$18,000. <u>Life Insurance for Retirees</u> - Effective March 1, 1987, benefit is \$3,000 for employees retiring on or after March 1, 1987. (Previously, \$2,500 on or after February 1, 1983.) <u>Weekly Indemnity</u> - Effective February 11, 1987, benefit is payable on a 1-1-4-26 (1-4-26) basis. <u>Dental Plan</u> - Effective March 1, 1987, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1984 O.D.A. fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - \$13 (\$12.50) per month per year of credited service. Effective January 1, 1988, \$13.50. <u>Vesting</u> - Effective February 11, 1987, regardless of age after 10 years of service. (Previously, at age 40 with 10 years of service.)	
Meal Allowance:	\$4 (\$3) for work in excess of 10 hours when not notified in advance.	
Safety Shoe Allowance:	Effective February 11, 1987, \$48 (\$45) per year.	
<u>Innopac Inc., Montebello Metal Inc. Division at Hawkesbury - Local 7940*, United Steelworkers (AFL-CIO/CLC):</u> A 22 1/2-month renewal agreement effective from February 24, 1987 to January 10, 1989, covering 210 employees, settled with mediation assistance. Duration of negotiations - 2 months.		
* Previously Local 8952.		
Wages:	<u>Feb. 24/87</u>	<u>Jan. 11/88</u>
	Effective	
General Increases	40¢	40¢

	<u>Feb. 24/87</u>	<u>Jan. 11/88</u>
Additional Adjustment	Electrician upgraded to Maintenance maximum rate	
Packer	\$7.46-\$7.70 (\$7.06-\$7.30)	\$7.86-\$8.10
Maintenance	\$9.56-\$11.97 (\$9.16-\$11.57)	\$9.96-\$12.37

Maximum rate for Packer is reached after 9 months and for Maintenance after 9 months and when licensed.

Lump Sum Settlement Payment: \$100 per employee.

Weekend Premium: 50¢ per hour worked on Saturdays (new), and \$1.50 (\$1) per hour worked on Sundays. Effective January 11, 1988, \$1 on Saturdays.

Paid Vacation: 4 weeks after 10 (12) years of service.

Paid Personal Holidays: One personal floating holiday for every 5 years of service to a maximum of 3 (2) days.

Health and Welfare: OHIP - Employee receives lump sum payment equal to 80% (65%) of premium cost. Effective January 11, 1988, 100%.

TRANSPORTATION EQUIPMENT

Spar Aerospace Limited at Toronto - Locals 112 and 673, Canadian Auto Workers (CLC)
(hourly rated and salaried employees): Two 24-month renewal agreements effective from February 5, 1987* to February 4, 1989, covering 600 employees, settled following a work stoppage. Duration of negotiations - 8 months.

* Previous agreements expired September 30, 1986.

Wages:	Effective	<u>Feb. 5/87</u>	<u>Oct. 1/87</u>
	COLA Fold-in	\$1.18 per hour for hourly rated employees; \$47.50 per week for salaried Groups 3-12	
	Increase		5¢-25¢ per hour for hourly rated employees; \$1.87- \$9.37 per week for salaried Groups 3-12

	<u>Feb. 5/87</u>	<u>Oct. 1/87</u>
Additional Adjustments	15¢ for Skilled Trades Groups 1-3 and \$5.62 per week for salaried Groups 10-12	

Local 112, Hourly Rated

Group 1 (includes Labourer)	\$13.82 (\$12.64)	\$13.87
Skilled Trades Group 3 (includes Electrician-Electronics)	\$17.37 (\$16.04)	\$17.62

	<u>Feb. 5/87</u>	<u>Oct. 1/87</u>
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Local 673, Salaried
Weekly Rates
37.5 hours per week

Group 1 Office Junior	\$431.58-\$451.58 (\$431.58-\$451.58)	\$431.58-\$451.58
Group 12 (includes Repair and Overhaul Technician)	\$688.59-\$708.59 (\$647.47-\$655.47)	\$697.96-\$717.96

Maximum rates for salaried employees are reached after two 3-month increases.

Start Rate-Hourly Rated - 50¢ below job rate, progressing to job rate after two 25¢ increases. (Previously, 5¢ below job rate for skilled trades and 10¢ below job rate for all other employees.)

Start Rate-Salaried - \$20 per week below job rate, progressing to job rate after two \$10 increases. (Previously, \$5.50-\$8.00 per week below job rate.)

Cost of Living Allowance:

Hourly Rated - 1¢ per hour per 0.3 point change in the Consumer Price Index - 1971=100, using the September 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Salaried - 50¢ per week per 0.5 point change in the Consumer Price Index - 1961=100, using the September 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium:

Hourly Rated - 0-42¢-52¢ (0-32¢-42¢).

Salaried - 0-\$15.75-\$19.50 (0-\$12-\$15.75) per week.

Holiday Pay:

Hourly Rated - \$774-\$964 in lieu of outstanding 1986 statutory holidays.

Salaried - \$632-\$984 in lieu of 1986 statutory holidays.

The following changes are effective March 1, 1987, unless otherwise stated.

Health and
Welfare:

Life Insurance - Maximum benefit is \$30,000 (\$28,000).

A. D. & D. - Maximum benefit is \$15,000 (\$14,000).

Weekly Indemnity - Maximum benefit is \$346 (\$323).

Long Term Disability Plan - Maximum benefit is \$1,250 (\$1,165) per month.

Vision Care - Maximum claim is \$125 (\$100) every 2 years.

Hearing Aid - Maximum lifetime claim is \$850 (\$750).

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective October 1, 1987, the 1986 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - \$18 (\$17) per month per year of future service after October 1, 1986. Effective October 1, 1987, \$19.

Survivor Transition Income Benefit - \$100-\$450 (\$100-\$400) per month less C.P.P. benefit, payable for 24 months.

Survivor Bridging Benefit - \$450 (\$400) per month less C.P.P. benefit.

Fruehauf Canada Inc., Manufacturing Plant at Ingersoll - Local 2163, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 16, 1987 to February 15, 1990, covering 303 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Feb. 16/87	Feb. 14/88	Feb. 12/89
COLA Fold-in		\$1		
General Increases		25¢	25¢	35¢
Skilled Trades Adjustments		50¢	25¢	25¢
Additional Adjustment		25¢ for Grade 4		
Grade 2 (includes Assembler)		\$12.30 (\$11.05)	\$12.55	\$12.90
Grade 6 (includes Maintenance Electrician)		\$13.95 (\$12.20)	\$14.45	\$15.00

Cost of Living Allowance: \$1.13 COLA was generated during the previous agreement, \$1 is folded into wages and 13¢ continues to float.

1¢ per 0.34 point change in the Consumer Price Index - 1971=100, using the November 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged. Previously, 5¢ per hour was diverted to offset costs of dental plan.)

Shift Premium: 0-35¢-35¢ (0-25¢-25¢).

Health and Welfare: Life Insurance and A. D. & D. - Effective March 1, 1987, benefit is \$13,000 (\$12,000). Effective March 1, 1988, \$14,000.

Dental Plan - Effective March 1, 1988, Blue Cross Riders #3 and 4, orthodontic and endodontic coverage, are added on a 50%-50% co-insurance basis (new).

Pension Plan: Basic Benefit - Effective March 1, 1988, \$6 (\$4) per month per year of service. Effective March 1, 1988, \$8. Effective March 1, 1989, \$10.

Disability Benefit - \$150 (\$100) per month.

Safety Shoe Allowance: \$60 (\$50) per year.

Sheller-Globe of Canada Ltd. at Kingsville - Local 1769, Canadian Auto Workers (CLC):
 A 36-month renewal agreement effective from January 1, 1987 to December 31, 1989, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/87	Jan. 1/88	Jan. 1/89
General Increases		70¢	60¢	60¢
Additional Adjustment		20¢ for General Factory		
General Factory		\$8.30 (\$7.40)	\$8.90	\$9.50
Journeyman/ Electrician/ Millwright		\$12.45 (\$11.75)	\$13.05	\$13.65

Shift Premium: Effective January 1, 1988, 0-20¢-17¢ (0-15¢-17¢).

Paid Holidays: 15 (14) days.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$11,000 (\$10,000). Effective January 1, 1988, \$11,500. Effective January 1, 1989, \$12,000.

Weekly Indemnity - Benefit is \$175 (\$150). Effective January 1, 1988, \$185. January 1, 1989, \$200.

Semi-Private Hospitalization (new) - Effective June 1, 1987, plan to be implemented.

Safety Shoe Allowance: Maximum \$80 (\$40) per year.

ELECTRICAL PRODUCTS

Ford Electronics Manufacturing Corporation at Markham - Local 2113, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from November 19, 1986 to November 18, 1988, covering 1,574 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Nov. 19/86	Nov. 19/87
	General Increases	5%	5%
	Job Level 2.1 (Assembler/Inspector)	\$10.02-\$10.45 (\$9.54-\$9.95)	\$10.52-\$10.97
	Job Level 20.2 (Electrician)	\$15.38-\$16.58 (\$14.65-\$15.79)	\$16.15-\$17.41

Maximum rates are reached after one 2-month and two 3-month increases.

Shift Premium: 0-60¢-60¢ (0-55¢-55¢).

Health and Welfare: Weekly Indemnity - Effective January 1, 1987, maximum benefit is \$318 (\$276).

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1987, \$15.50 (\$14.50) per month per year of service. Effective January 1, 1988, \$16.50.

Education Allowance: Maximum \$1,000 (\$750) tuition refund for eligible employee.

Canadian General Electric Company Ltd. at Toronto, Burlington, Peterborough and Trenton - Various Locals, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from December 24, 1986 to December 23, 1988, with wages retroactive to December 22, 1986, covering 2,000 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Dec. 22/86	Dec. 21/87
	Increases	14¢-35¢	13¢-27¢
	COLA Fold-in	28¢	

	<u>Dec. 22/86</u>	<u>Dec. 21/87</u>
<u>Toronto and Peterborough Plants</u>		
Light Assembly	\$11.325 (\$10.905)	\$11.455
Tool and Die Maker	\$14.994 (\$14.394)	\$15.244
Previous rates reflect 34¢ COLA folded in during the previous agreement.		
Lump Sum Settlement Payment:	\$500.	
Cost of Living Allowance:	1¢ per 0.32 point change in the Consumer Price Index - 1971=100 from June to September 1987, to be folded into wages December 21, 1987. Three further quarterly adjustments in 1988. (Basic formula is unchanged.)	
Shift Premium:	0-4%-6% (unchanged).	
Paid Vacation:	3 weeks after 4 (5) years of service and 5 weeks after 22 (23) years. Effective December 21, 1987, 5 weeks after 21 years.	
Bereavement Leave:	Maximum 5 (3) days' paid leave upon death of immediate family member.	
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Benefit is \$30 (\$25) per day.	
	<u>Major Medical for Retirees</u> - Maximum claim is \$40,000 (\$30,000).	
	<u>Dental Plan</u> - Effective January 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1986 O.D.A. fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - \$11.20-\$20 (\$11.20-\$19.20) per month per year of service depending on earnings.	
Safety Shoe Allowance:	\$50 (\$35).	
Technological Change:	Wage rate is protected for 39 (26) weeks on displacement due to technological change.	
Income Extension Aid-Plant Closure:	1 1/2 week's pay per year of service up to and including 20 years and 2 weeks' pay per year of service after 20 years (new).	
<u>BBC Brown Boveri Canada Inc., Power Distribution Division at Mississauga - Local 101, Canadian Operating Engineers (CCU): A 24-month renewal agreement effective from January 2, 1987 to January 1, 1989, covering 210 employees, settled with mediation assistance. Duration of negotiations - 3 months.</u>		

Wages:	Effective	<u>Jan. 2/87</u>	<u>Jan. 2/88</u>
	General Increases	4%	4%
	Group 1.2 (Sub Assembler C)	\$9.89-\$10.35 (\$9.51-\$10.13)	\$10.29-\$10.76
	Group 10 (Tool and Die Maker)	\$14.96-\$15.96 (\$14.38-\$15.35)	\$15.56-\$16.60
	Maximum rate for Sub Assembler C is reached after 9 months, and for Tool and Die Maker after 12 months.		
Shift Premium:	0-40¢-45¢ (0-35¢-40¢).		
Paid Vacation:	4 weeks after 12 (15) years of service, and 5 weeks after 22 (23) years.		
Bereavement Leave:	Maximum 3 days' paid leave upon death of grandparent and grandchild (new).		
Health and Welfare:	Life Insurance and A. D. & D. - Effective January 2, 1987, benefit is \$17,000 (\$15,000). Long Term Disability - Effective January 1, 1989, maximum benefit is \$500 (\$450) per month. Weekly Indemnity - Effective January 2, 1987, maximum benefit is \$300 (\$250).		
Safety Prescrip- tion Glasses:	\$75 (\$70) per year.		
Safety Shoe Allowance:	\$65 (\$60) per year.		

CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid Canada Inc. at Niagara Falls - Local 536, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from February 1, 1987 to January 31, 1989, covering 206 employees, settled with mediation assistance. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>Feb. 1/87</u>	<u>Feb. 1/88</u>
	General Increases	3.75%	3.25%
	Production Helper	\$12.93 (\$12.46)	\$13.35
	Electrician/ Instrument	\$16.44 (\$15.85)	\$16.97
Shift Premium:	0-47¢-53¢ (0-44¢-50¢). Effective February 1, 1988, 0-49¢-55¢.		
Sunday Premium:	Effective February 1, 1988, \$1.80 (\$1.50) per hour.		

Bereavement Leave:	One day's paid leave to attend funeral of aunt or uncle (new).
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum benefit is \$456 (\$443). Effective February 1, 1988, \$481. <u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.
Safety Shoe Allowance:	Maximum \$80 (\$70) per year. Effective February 1, 1988, \$90.

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	4%
	Job Level 201 (Office Messenger)	\$8.43 (\$8.11)
	Job Level 212 (includes Electrical Engineering Technician) 0-42 months	\$16.71-\$19.03 (\$16.07-\$18.30)

Health and Welfare: Dental Plan - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$80 (\$70) annually.

Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly rated and salaried employees): Two 24-month renewal agreements effective from February 1, 1987 to January 31, 1989, covering 927 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/87</u>	<u>Aug. 1/87</u>
	General Increases	3.9%	0.75%
	Labourer	\$14.22 (\$13.69)	\$14.33
	Journeyman A	\$18.69 (\$17.99)	\$18.83

	<u>Feb. 1/87</u>	<u>Aug. 1/87</u>
<u>Weekly Rates</u> 35 hours per week		
Clerk Grade 1	\$351.75-\$491.05 (\$338.45-\$472.50)	\$354.55-\$494.90
Technical Assistant Grade 3	\$756.70-\$843.50 (\$728.35-\$812.00)	\$762.30-\$849.80
Effective	<u>Feb. 1/88</u>	
General Increase	3.5%	
Labourer	\$14.83	
Journeyman A	\$19.49	
Clerk Grade 1	\$366.80-\$512.05	
Technical Assistant Grade 3	\$788.90-\$879.55	
Maximum rates for salaried employees are reached on merit after 5 years.		

Cost of Living Allowance: 1% per full 1% change in the Consumer Price Index - 1971=100, using the January 1988 index as the base. Triggered at 3.5% (4.5%). Adjusted and folded into wages every 2 months. (Formula did not trigger.)

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited at Windsor and Amherstburg - Local 14045*, United Steelworkers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from August 1, 1986 to July 30, 1988, covering 270 employees, settled with mediation assistance. Duration of negotiations - 8 months.

* Previously, Locals 14045 and 14974.

Wages:	Effective	<u>Feb. 22/87</u>	<u>Aug. 3/87</u>
	Increase	Lump Sum Payments**	
	Full-time Employees		40¢ to maximum rates
	Part-time Employees		35¢ for employee hired before Feb. 23/87

	<u>Feb. 22/87</u>	<u>Aug. 3/87</u>
Additional Adjustments	Volume categories for department managers and some wage rates revised	
<u>Full-time Employees</u>		
<u>Weekly Rates</u>		
(35 hours per week)		
Clerk A*** 0-30 months	\$254.17-\$434.94 (\$254.17-\$434.94)	\$254.17-\$448.94
Meat Cutter 0-30 (0-12) months	\$265.00-\$489.05 (\$461.22-\$493.17)	\$265.00-\$503.05
<u>Part-time Employees</u>		
Hired after Feb. 22/87	\$4.50	\$4.50
Hired after Feb. 16/83	\$5.50 (\$5.50)	\$5.85
Hired before Feb. 16/83	\$9.03 (\$9.03)	\$9.38
*** Clerk A hired prior to October 29, 1978 - \$441.36. Effective August 3, 1987, \$455.36.		
**Lump Sum Payments:	Eligible full-time employees receive three lump sum payments of \$185 each during the first contract year. Eligible part-time employees hired before February 23, 1987 receive three lump sum payments calculated at 35¢ per hour worked.	
Economic Adjustments (full-time):	Eight quarterly payments of \$125 each for eligible full-time employee. (Economic adjustments of \$91 per quarter were deleted in the previous contract.)	
Pension Plan:	Plan is not negotiable for 48 months.	
Basic Benefit - Full-time - Effective August 1, 1986, \$19 (\$18) per month per year of service prior to 1985. Effective August 1, 1988, \$20. Effective August 1, 1989, \$20.50.		

EDUCATION AND RELATED SERVICES

Haldimand Board of Education at Cayuga - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 257 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 13 months.

Wages:	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
General Increases	4.6%	4.6%

	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Additional Adjustments	some classification adjustments prior to general increase	
Teacher-Category D 0-6 years	\$17,218-\$23,909 (\$16,403-\$22,800)	\$18,010-\$25,009
Teacher-Category A1 0-11 years	\$22,924-\$38,611 (\$21,685-\$36,912)	\$23,979-\$40,387
Teacher-Category A4 0-11 years	\$27,292-\$48,261 (\$25,884-\$46,139)	\$28,548-\$50,481
Responsibility and Special Allowances:	Increased in accordance with the general salary increases.	
Extra Degree Allowance (new):	\$750.	
Sick Leave:	Maximum accumulation is 220 (200) credit days.	
Sick Leave Gratuity:	Effective September 1, 1987, computation of gratuity based on 220 (200) days.	
Health and Welfare:	OHIP, Extended Health and Dental Plan - Effective April 1, 1987, employer contributes 90% (85%) of the premium costs, pro-rated for part-time employees.	

Kent County Roman Catholic Separate School Board at Chatham - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 310 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
Increases		0-6.1% rounded to the nearest \$10	1% rounded to the nearest \$10
Teacher-Category D 0-6 years		\$16,460-\$24,080 (\$16,460-\$23,170)	\$16,620-\$24,320
Teacher-Category A1 0-10 years		\$21,710-\$37,310 (\$21,350-\$35,870)	\$21,930-\$37,680
Teacher-Category A4 0-12 years		\$26,180-\$47,180 (\$25,700-\$44,490)	\$26,440-\$47,650

Effective	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>
General Increases	4.5% rounded to the nearest \$10	1% rounded to the nearest \$10
Teacher-Category D	\$17,370-\$25,410	\$17,540-\$25,660
Teacher-Category A1	\$22,920-\$39,380	\$23,150-\$39,770
Teacher-Category A4	\$27,630-\$49,790	\$27,910-\$50,290

Responsibility Allowances: Increased by 4.61%. Effective February 1, 1987, 1%. Effective September 1, 1987, 4.5%. Effective February 1, 1988, 1%.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1987, the 1985 O.D.A. fee schedule.

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC)
(full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from April 1, 1986 to March 31, 1988, covering 500 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
	General Increases	\$1,100	4.5%
	Additional Adjustments		Some classifica- tion adjustments
	<u>Annual Rates</u>		
	Switchboard Operator/ Receptionist	\$14,788-\$17,730 (\$13,688-\$16,630)	\$15,453-\$18,528
	Head Secretary	\$19,860-\$22,683 (\$18,760-\$21,583)	\$21,350-\$24,384
	Programmer Analyst	\$28,662-\$33,668 (\$27,562-\$32,568)	\$30,382-\$35,688

Maximum rates are reached after 3 annual increases.

Sick Leave Gratuity: Maximum \$11,000 (\$10,000) for eligible employees.

Health and Welfare: Dental Plan - Employer pays 80% (50%) of premium costs. Effective July 1, 1987, coverage is based on the 1984 (1980) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$45 (\$30) per year.

Peel Board of Education at Mississauga - Local 1628, Canadian Union of Public Employees (CLC) (calendar year, academic year and temporary office and clerical employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	11.22%	3%
	<u>Annual Rates</u>		
	<u>Calendar Year</u>		
	<u>Employees</u>		
	Level 1 (includes Mail File Clerk)	\$15,533-\$17,126 (\$13,966-\$15,047)	\$16,000-\$17,640
	Level 7 (includes Senior Secretary)	\$24,648-\$27,174 (\$21,651-\$23,531)	\$25,390-\$27,993

Maximum rates are reached after 24 (30) months.

Start Rates for Temporary Employees (new) - \$8.13 per hour during the first 20 days worked. Effective July 1, 1987, \$8.37.

Sick Leave: Maximum accumulation 320 (312) days.

Secretary Allowance (new): \$1,800 per year for Assistant Head Secretary, Secondary.

Peel Board of Education at Mississauga - Local 2544, Canadian Union of Public Employees (CLC) (full-time custodial and maintenance employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 420 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/86</u>	<u>July 1/87</u>
	General Increases	4% + 22¢	5% + 23¢
	School Attendant (Matron)	\$8.68*-\$9.25 (\$7.59-\$8.68)	\$9.35*-\$9.94
	Assistant Custodian	\$10.98*-\$11.44 (\$9.89-\$10.79)	\$11.76*-\$12.24
	Electrician	\$17.22 (\$16.35)	\$18.31

Maximum rates for School Attendant and Assistant Custodian are reached after one year.

*Increment established at end of 6-month probationary period, with 6-month rate equal to mid-point of wage range (new).

Overtime Pay (custodians):	Maximum 40 hours' accumulation of overtime may be taken as time in lieu (new).
Split Shift Allowance:	\$57.50 (\$50) per month to a maximum of \$575 (\$500) per year.
Summer Playground Allowance:	\$25 (\$21) per week.
Special Heating Allowance:	\$300 (\$210) per year.
Floor Cleaning Allowance:	\$45.86 (\$44.10) per classroom. Effective July 1, 1987, \$48.15.
Sick Leave:	Maximum accumulation of 320 (312) days.
Clothing Allowances:	Increased by 4%. Effective July 1, 1987, increased by 5%.
Safety Shoe Allowance (new):	\$50 per year for maintenance, printing and stores employees.

Peterborough County Board of Education at Peterborough - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 575 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
General Increases		4.25%	*
Teacher-Category 1 0-6 years		\$17,976-\$23,755 (\$17,243-\$22,787)	
Teacher-Category 4 0-12 years		\$22,498-\$38,559 (\$21,581-\$36,987)	
Teacher-Category 7 0-12 years		\$26,126-\$48,321 (\$25,061-\$46,351)	
* Increase to equal the percentage increase in the Consumer Price Index from the May 1986 to the May 1987 index, plus .25%.			

Responsibility Allowances: Increased in accordance with the general salary increases.

Paid Maternity Leave (new): Effective February 26, 1987, 60% of salary during 2-week UIC waiting period.

Health and Welfare: Dental Plan - Effective March 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Simcoe County Board of Education at Barrie - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,469 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/86</u>
	Increase	4.3%, except 2.95%-3.49% for Curriculum Officer
	Teacher-Category D 0-6 years	\$15,547-\$22,679 (\$14,906-\$21,744)
	Teacher-Category A1 0-11 years	\$22,269-\$38,109 (\$21,351-\$35,538)
	Teacher-Category A4 0-11 years	\$27,257-\$48,370 (\$26,133-\$46,376)
	Curriculum Officer 0-2 years	\$52,054-\$54,000 (\$50,299-\$52,452)
	<u>Principal</u> 0-4 years	
	"B" School	\$52,107-\$56,549 (\$49,959-\$54,218)
	"A" School	\$53,966-\$58,457 (\$51,741-\$56,047)
Lump Sum Payment:	Effective in June 1987, 1.3% of regular salary for Curriculum Officer.	
Responsibility Allowances:	Consultant	\$4,347 (\$4,168)
	Vice-Principal 0-2 years	\$3,782-\$4,347 (\$3,267-\$3,808)
	<u>Principal's Assistant</u>	
	Fewer than 8 Teachers	\$401 (\$384)
	8 or more Teachers	\$914 (\$876)
Extra Degree Allowance:	\$779 (\$747).	

HEALTH AND WELFARE SERVICES

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC)
 (full-time office, clerical and service employees): A 24-month renewal agreement effective from September 29, 1985 to September 28, 1987, covering 472 employees, settled at the bargaining stage. Duration of negotiations - 17 months.

Wages:	Effective	Sept. 29/85	Sept. 29/86
General Increases		5%	4.5%
Maid		\$9.371-\$9.702 (\$8.92-\$9.24)	\$9.792-\$10.138
R.N.A.		\$10.264-\$10.948 (\$9.78-\$10.43)	\$10.726-\$11.441
Chef		\$11.377-\$12.050 (\$10.84-\$11.48)	\$11.889-\$12.593
	Maximum rate for Maid is reached after 3 months; and for R.N.A. and Chef, after 27 months.		
Shift Premium:	45¢ per hour. (Previously, \$2.10 per shift.)		
Standby Pay:	\$2 (\$1.25) per hour, not payable during a call back (new).		
Paid Vacation:	4 weeks after 8 (12) years of service and 5 weeks after 17 (20) years.		
Paid Maternity Leave (new):	Maximum 15 weeks at the difference between 75% of regular weekly rate and the UIC benefit and any other earnings, after a 2-week waiting period.		
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Employer pays 100% (75%) of premium costs.		
Technological Change:	Employer pays tuition and travel expenses for employee who requires retraining as a result of technological change. Employee is given up to 6 months to acquire the required new or greater skills, without loss of pay (new).		
Job Security:	No lay-off of full-time employees due to reassignment of duties to part-time employees (new). The use of volunteers not to be extended beyond existing practice as of June 1, 1986 (new).		

Scarborough General Hospital - Local 1487, Canadian Union of Public Employees (CLC)
 (part-time service and maintenance employees and students): A 12-month renewal agreement effective from September 29, 1986 to September 28, 1987, covering 342 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Sept. 29/86</u>
	General Increase	4.5%
	Aide	\$9.595-\$9.727 (\$9.182-\$9.308)
	R.N.A.	\$10.721-\$10.900 (\$10.259-\$10.431)
	Maximum rates are reached after 1,725 hours worked.	
Payment in Lieu of Fringe Benefits:	Effective October 10, 1986, 14% (12%) of straight time rate.	
Shift Premium:	35¢ (28¢) per hour, when majority of shift hours worked fall between 3 p.m. and 7 a.m. Effective October 10, 1986, 45¢.	
Paid Holidays:	Boxing Day is added for a total of 8 (7) days.	
Central Negotiating Committee:	Paid leave for 4 (3) employees, including Union President, for negotiation meetings.	

LOCAL ADMINISTRATION

Brampton City Corporation - Local 831, Canadian Union of Public Employees (CLC)
(outside, office and technical/ professional employees): Three 24-month renewal agreements effective from April 1, 1986 to March 31, 1988 for office employees, from August 1, 1986 to July 31, 1988 for outside employees and from January 1, 1987 to December 31, 1988 for technical/professional employees, covering 381 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Aug. 1/86</u>	<u>Feb. 1/87</u>
	General Increases*	4.25%	.75%
	<u>Outside Employees</u>		
	Telephone Control Dispatch	\$8.60 (\$8.25)	\$8.66
	Labourer	\$10.91 (\$10.47)	\$10.99
	Welder Mechanic	\$13.80 (\$13.24)	\$13.90
	Effective	<u>Aug. 1/87</u>	<u>Feb. 1/88</u>
	General Increases	4.5%	.5%
	Telephone Control Dispatch	\$9.05	\$9.09

	<u>Aug. 1/87</u>	<u>Feb. 1/88</u>
Labourer	\$11.48	\$11.54
Welder Mechanic	\$14.53	\$14.60

* Office and technical/professional employees receive the same increases on the following dates:

Office - April 1 and October 1, 1986, April 1 and October 1, 1987.

Technical/Professional - January 1 and July 1, 1987, January 1 and July 1, 1988.

Shift Premium
(outside
employees):

0-32¢-32¢ (0-27¢-27¢).

Paid Vacation:

Effective February 1, 1987, 3 weeks after 2 (4) years of service, 4 weeks after 10 (12) years and 5 years after 18 (20) years.

Health and
Welfare:

Vision Care - Maximum claim is \$100 (\$60) every 2 years for outside and technical/professional employees. Effective May 1, 1987, August 1, 1987 and January 1, 1988, \$125 for office, outside and technical/professional employees respectively. (Previously, \$100 for office employees.)

Drug Plan - Effective July 1, 1987, 35¢ deductible per prescription. (Previously, 90%-10% co-insurance.)

Dental Plan - Effective April 1, 1987, coverage is based on the 1986 Ontario Dental Association fee schedule. (Previously, the 1984 O.D.A. fee schedule for office and outside employees and the 1985 for technical/professional employees.) Effective March 1, 1988, coverage is based on the 1987 O.D.A. fee schedule for office employees and effective April 1, 1988 for technical/professional and outside employees.

Tool Allowance
(outside
employees):

\$260 (\$200) per year.

Addenda

January 1987 Settlements

EDUCATION AND RELATED SERVICES

Muskoka Board of Education at Bracebridge - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 270 employees, settled at the post fact finder bargaining stage and ratified in January 1987. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
	General Increases	3%	3%
	Teacher-Category D 0-5 years	\$16,232-\$23,905 (\$15,759-\$23,209)	\$16,719-\$24,622
	Teacher-Category 1 0-10 years	\$22,017-\$37,867 (\$21,376-\$36,764)	\$22,678-\$39,003
	Teacher-Category 4 0-13 years	\$25,085-\$45,903 (\$24,354-\$44,566)	\$25,837-\$47,280
	Effective	<u>Sept. 1/87</u>	<u>Mar. 1/88</u>
	General Increases	3%	3.3%
	Teacher-Category D	\$17,220-\$25,361	\$17,789-\$26,198
	Teacher-Category 1	\$23,358-\$40,173	\$24,129-\$41,499
	Teacher-Category 4	\$26,612-\$48,698	\$27,490-\$50,305
	Previous rates reflect increases of approximately 4%-5.25% as the result of a wage reopener on February 1, 1986.		
Responsibility Allowances:	Increased by 4.5% in each year of the agreement.		
Bereavement Leave (new):	Maximum 3 days' paid leave upon death of spouse, parent, child, brother, sister, parent/son/daughter/brother/sister-in-law, grandparent or grandchild. Existing policy now written into the agreement.		
Paid Personal Days (new):	1 day's leave for certain personal reasons may be approved by Principal. Additional leave with or without pay may be approved by Director.		
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$25,000 (\$20,000). <u>OHIP</u> - Employer pays 70% (65%) of premium costs. <u>Dental Plan</u> Employer contributes a maximum of \$38,757 (\$35,153) towards the premium costs. Effective September 1, 1987, \$40,694.		

HEALTH AND WELFARE SERVICES

Victoria Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from January 19, 1986 to January 18, 1988, covering 1,185 employees, settled by arbitration in January 1987. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>
	General Increases	5%	4.5%

	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>
Housekeeping Aide	\$9.65-\$9.75 (\$9.19-\$9.29)	\$10.08-\$10.19
Orderly	\$10.82-\$10.97 (\$10.30-\$10.45)	\$11.31-\$11.46
Electrician	\$15.23 (\$14.50)	\$15.92

Maximum rates for Housekeeping Aide and Orderly are reached after 2 annual increases.

The following changes are effective January 14, 1987, unless stated otherwise.

Shift Premium: 45¢ (40¢) per hour.

Standby Premium: \$1.40 (\$1.25) per hour.

Paid Vacation: Effective in 1987, 4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.

Paid Maternity Leave (regular part-time) (new): Maximum 15 weeks at the difference between 75% of regular weekly rate and UIC benefit.

Safety Shoe Allowance (full-time): Effective January 1, 1987, \$30 (\$25) per year.

Women's College Hospital at Toronto - Local 3043, Canadian Union of Public Employees (CLC) (full-time service and maintenance employees): A 12-month first agreement effective from September 29, 1986 to September 28, 1987, with wages retroactive to September 29, 1985, covering 275 employees, settled at the post conciliation bargaining stage and ratified in January 1987. Duration of negotiations - 22 1/2 months.

Wages:	<u>Sept. 29/85</u>	<u>Dec. 29/85</u>
General Increase		5%
Film Librarian	\$8.50-\$8.74	\$8.925-\$9.177
R.N.A.	\$9.84-\$10.47	\$10.332-\$10.993
Biomedical Technician	\$13.05-\$13.88	\$13.702-\$14.574

Sept. 29/86

General Increase	4.5%
Film Librarian	\$9.326-\$9.589
R.N.A.	\$10.796-\$11.487
Biomedical Technician	\$14.318-\$15.229

Maximum rates are reached after 2 annual increases.

Hours of Work:	7 1/2 hours per day and 37 1/2 hours per week, or 11 1/4 hours per day and 75 in a 2-week period.
Paid Rest Periods:	15-minute paid rest period in each completed half-shift and after 3 hours of overtime.
Shift Premium:	Effective October 10, 1986, 45¢ for all hours worked if the majority of the shift hours fall between 3 p.m. and 7 a.m.
Lead Hand Premium:	Classification maximum rate plus 45¢ per hour.
Overtime Pay:	Time and one-half for all hours worked beyond regular shift. Employee may elect to take time off in lieu of overtime pay. Double-time for all hours worked beyond regular shift on paid holidays.
Reporting Pay:	Minimum 4 hours' work or 4 hours' pay at regular rate.
Call-Back Pay:	Minimum 3 hours' pay at time and one-half.
Standby Pay:	\$2 per hour, not payable during a call-back.
Injury Pay:	Employee receives regular rate of pay for remainder of shift when authorized leave is given due to injury.
Acting Pay:	Employee temporarily assigned to a higher classification for more than one-half of shift receives the rate of the classification immediately above employee's current rate from commencement of assignment. \$3 per shift when employee is assigned to a non-bargaining unit classification for more than one-half of shift.
Court Attendance Pay:	Employee subpoenaed to attend court or coroner's inquest on regular days off, in connection with cases arising from work-related duties, will either have the day off re-scheduled or receive regular straight time pay for hours attending hearing.
Jury Duty and Crown Witness Pay:	Employee receives the difference between regular daily wages and payment received as juror or witness.

Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, employee's birthday and 1 floating day are recognized for a total of 11 days.
Pay for Work on Paid Holidays and Vacations:	Time and one-half for all hours worked plus holiday pay or a lieu day off with pay.
Paid Vacation:	3 weeks after 3 years of service, 4 weeks after 8 years and 5 weeks after 17 years. Employee receives additional day off with pay when a recognized holiday falls during employee's vacation or scheduled day off.
Bereavement Leave:	3 days' paid leave upon death of a parent, brother, sister, spouse, child, son/daughter/mother/father/brother/sister-in-law, grandparent, grandchild, guardian or step-parent.
Educational Leave:	Paid leave to be granted for the purpose of writing examinations to upgrade employment qualifications. Employer pays the full costs of required job-related courses.
Sick Leave:	Automatic cumulative credit of 1 1/2 days per month to a maximum of 150 days.
Paid Maternity Leave:	Maximum 15 weeks at the difference between 75% of regular weekly pay and UIC benefit and any other earnings, paid after 2-week waiting period.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% of premium costs. Benefit is \$5,000 or maximum 2 times annual salary, depending on eligibility. <u>OHIP and Semi-Private Hospitalization</u> - Employer pays 100% of premium costs. <u>Major Medical</u> - Employer pays 75% of premium costs for drug, vision care and hearing aid plan. Deductibles are \$10 for single coverage and \$20 for family coverage. <u>Vision Care and Hearing Aid</u> - Maximum claims are \$60 every 2 years for vision care and \$300 lifetime for hearing aid. <u>Dental Plan</u> - Employer pays 50% of premium costs. Coverage is based on the current year's Ontario Dental Association fee schedule.
Central Negotiating Committee:	Maximum 4 employees including Local President receive regular rate of pay for negotiating meetings prior to arbitration.
Mileage Allowance:	22¢ per kilometre when employee's car is used for work-related travel.
Safety Shoe Allowance:	\$25 per calendar year for employees required to wear safety footwear.

- Technological Change: Employer pays tuition and travel expenses for employee with 1 or more years of continuous service who requires retraining as a result of technological change. Employee is given up to 6 months to acquire the required new or greater skills, without loss of pay.
- Job Security: No lay-off of full-time employees due to reassignment of duties to part-time employees. The use of volunteers not to be extended beyond existing practices as of June 1, 1986.
- Contracting Out Clause: No contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees.

ERRATUM

The following settlement was reported incorrectly in the January 1987 Report on page 21:

Treasury Board of Canada - Professional Institute (Ind.) (meteorology group, full-time and part-time employees):

- Shift Premium: Effective November 26, 1986, 60¢ per hour worked between 4 p.m. and 8 a.m. (Previously 50¢ per hour when majority of hours worked were between 4 p.m. and 8 a.m.)
- Call-Back Expenses: Delete all reference.

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MARCH 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	56
March 1987 Settlements	
Food and Beverage	59
Textile	60
Primary Metal	61
Metal Fabricating	64
Transportation Equipment	66
Electrical Products	67
Chemical and Chemical Products	68
Miscellaneous Manufacturing	69
Mines	70
Transportation	72
Communication	73
Electric Power, Gas and Water Utilities	74
Finance, Insurance and Real Estate	76
Education and Related Services	76
Health and Welfare Services	84
Personal Services	85
Local Administration	86
Addenda	
December 1986 Settlement	92
January 1987 Settlement	92
February 1987 Settlements	93

Highlights

Ontario Hydro

Ontario Hydro settled in March with Local 1000 of the Canadian Public Employees Union for 16,000 hourly rated and salaried employees. The new agreement will run for 3 years to March 31, 1990.

Pay rates were increased by 4.2 percent, 4.1 percent and 4.0 percent in the respective years of the agreement. The employees could receive additional adjustments in the last two years under the cost-of-living provision, calculated at 0.5 percent of earnings for each 0.5 percent rise in the Consumer Price Index (1981=100) above the second and third year pay increases. Other wage related terms included a 10 cents increase in shift premiums, to 50 cents an hour for the second shift and 70 cents for the third shift; and a 10 cents increase in stand-by pay, to 75 cents an hour for weekdays and \$1.00 for weekends.

Benefit terms included a 2 year reduction in the service requirement for 4 weeks' paid vacation, to 8 years; a \$50 increase in vision care benefit, to \$150 a year; an additional 15 weeks of maternity benefits equal to the difference between 93 percent of regular pay and UIC benefit; increased long-term disability benefits; and upon government approval, employees will stop contributing to the pension plan after 35 years in the plan, and can receive full accrued pension after this period regardless of age.

Municipal Employees

The Canadian Public Employees union negotiated new agreements for 2,960 employees of municipal governments in Metropolitan Toronto, providing the following wage and benefit terms:

North York City: 1,131 outside, inside and dental hygiene employees ratified three agreements with the city, ending a 19-day strike. The agreements will run for 2 years to December 31, 1988.

Pay rates were increased by 4.5 percent in the first year and 4 percent in the second year. Negotiations will be reopened for a further adjustment in the second year if the Consumer Price Index rises more than 5.5 percent above the December 1987 Index. Other wage terms included equity adjustments on July 1, 1987, of 30 cent to 55 cents an hour for certain outside classifications and \$9.56 to \$14.56 a week for school health assistants and groups 1-7 inside classifications; additional adjustments of 5 cents to 34 cents an hour for outside employees on September 30, 1987; and further adjustments on January 1, 1988, to achieve parity with employees of other Metro municipalities, upon completion of a wage comparability study by a joint committee.

Benefit changes included a 2 days' bereavement leave upon the death of a grandchild; a \$1,000 increase in the maximum long-term benefit, to \$3,500 a month; doubling of the maximum claim for vision care benefits, to \$100 a family member every 2 years.

Scarborough City: 1,175 inside and outside employees received pay

increases of 4.5 percent and 4 percent under two 2-year agreements running to December 31, 1988. The employees could receive an additional adjustment in the second year under a wage reopening provision if the Consumer Price Index rises more than 5.5 percent above the December 1987 Index.

Benefit changes included one year reduction in the service requirement for 5 weeks' paid vacation, to 17 years; 3 days' paid bereavement leave upon death of a grandchild; 15 weeks' maternity benefits equal to the difference between 75 percent of regular pay and UIC benefits; a \$25 increase in the maximum claim for vision care benefit, to \$125 every 2 years; doubling of the maximum life-time orthodontic benefit, to \$2,000 a family member; a \$300 increase in long-term disability benefits for outside employees, to \$2,300 a month and a \$250 increase for inside employees, to \$3,000; increased contributions by the City to the premium costs for OHIP and extended health care for employees on long-term disability, to 50 percent from 25 percent; and payment of 50 percent of the premium costs of these benefits for early retirees to age 65.

York City: 250 outside employees received a wage increase of 4.5 percent in a one-year agreement that will run to December 31, 1987. The employees could receive an additional adjustment to achieve parity with employees of other Metro Municipalities, upon completion of a wage comparability study by a joint committee.

Other terms included a 3 cents increase in the weekday night shift premium, to 45 cents an hour and a 6 cents increase in the weekend night shift premium, to 90 cents an hour; a \$25 increase in the maximum vision care benefit claim, to \$100 every 2 years; a \$1,000 increase in the maximum life-time orthodontic benefit, to \$2,000; increased long-term disability benefits; and for early retirees, increased contributions by the City to the premium costs for hospital and medical benefits to 50 percent, from 33 1/3 percent and payment of 25 percent of the premium costs for life insurance.

East York Borough: 220 inside and outside employees were covered by two agreements that will run for 2 years to December 31, 1988. Pay rates were increased by 4.75 percent in the first year and 4.5 percent in the second year; and shift and weekend premiums were increased by 5 cents to 47 cents an hour.

Benefit terms included a one week increase in paid vacations after 9 years of service, to 4 weeks and after 17 years of service, to 5 weeks; a \$25 increase in the maximum vision care benefit claim, to \$100 every 2 years; increased long-term disability benefits; and improved life insurance coverage for early retirees.

Index to Settlements Reported, March 1987

Employer and Location	Union	Page
Algoods Div., Aluminum Co. of Canada, Ltd , Toronto	United Steelworkers (AFL-CIO/CLC)	92
Canadian Imperial Bank of Commerce, Chargex Centre, Toronto	CLC Directly Chartered (full-time and part-time empls.)	76
Canadian Rock Salt Co. Ltd., Ojibway Mine, Windsor	Cdn. Auto Workers (CLC)	70
Cdn. Broadcasting Corp., system-wide	Broadcast Empls. (NABET) (CLC)	73
Cdn. General Electric Co. Ltd., Oakville, Peterborough and Toronto	Communications-Electrical Workers (CLC) (plant and office empls.)	67
Celanese Canada Inc. - Millhaven Plant, Kingston	Energy and Chemical Workers (CLC)	60
Commonwealth Holiday Inns of Canada Ltd., Holiday Inn of Toronto-Downtown	Hotel Empls. (AFL-CIO/CLC)	95
Duo-Matic Olsen Inc., Tilbury	United Steelworkers (AFL-CIO/CLC) (production and office empls.)	65
East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	76
East York Borough Corp.	CUPE (CLC) (inside and outside empls.)	86
Elayes-Dana Filters Inc., Cambridge Div., Cambridge	United Steelworkers (AFL-CIO/CLC)	66
Emerywell Ltd., Scarborough	Cdn. Auto Workers (CLC)	69
Emerywell Aviation Services (Toronto) Inc., Mississauga	Machinists (AFL-CIO/CLC) (full-time and part-time empls.)	92
Emerywell-Hayes Canada Ltd., Beards Lane Plant and Eureka Foundry Plant, Woodstock	Cdn. Auto Workers (CLC)	61
Essex County Board of Education, Perth	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	77
Essex Siegler Industries Ltd., Whitby	Cdn. Auto Workers (CLC)	93
Ever Detergents Ltd., Toronto	Teamsters (Ind.)	68
Lincoln County Board of Education, St. Catharines	CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	78

Index to Settlements Reported, March 1987

Employer and Location	Union	Page
North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	87
North York City Corp.	CUPE (CLC) (inside, outside and dental hygiene empls.)	88
Ontario Hydro, province-wide	CUPE (CLC)	74
Ross Memorial Hospital, Lindsay	CUPE (CLC) (service, office and clerical empls.)	84
Samuel, Son & Co., Ltd., Mississauga	United Steelworkers (AFL-CIO/CLC)	64
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	79
Scarborough City Corp.	CUPE (CLC) (inside empls.)	90
Scarborough City Corp.	CUPE (CLC) (outside empls.)	89
Seagram Co. Ltd., Amherstburg	Cdn. Auto Workers (CLC) (plant empls.)	59
Toronto Area Transit Operating Authority, GO Transit	Transit Union (AFL-CIO/CLC)	72
Toronto Board of Education	Ont. Public Service Empls. (NUPGE) (CLC) (elementary and secondary occasional teachers)	80
Toronto Hotel Employers Association representing Delta Chelsea Inn, Hampton Court Hotel, Hotel Plaza II, Inn on the Park, Loews Westbury Hotel Ltd., Prince Hotel, Ramada Inn-Don Valley, Ramada Inn-Downtown, Sheraton Centre and Westin Hotel	Hotel Empls. (AFL-CIO/CLC)	85
Waterloo County Board of Education, Kitchener	Educational Support Staff Assn. (Ind.)	80
Waterloo County Roman Catholic Separate School Board, Kitchener	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	81
Willett Foods Inc., 57 Mr. Grocer Franchisees, various centres across Ontario	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail store empls.)	94
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	81

Index to Settlements Reported, March 1987

Employer and Location	Union	Page
ork City Corp., Works Dept. and Parks and Recreation Dept.	CUPE (CLC) (outside empls.)	91
ork Region Roman Catholic Separate School Board, Richmond Hill	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	82

FOOD AND BEVERAGE

Seagram Co. Ltd. at Amherstburg - Local 2089, Canadian Auto Workers (CLC) (plant employees): A 36-month renewal agreement effective from February 1, 1987 to January 31, 1990, covering 240 employees*, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Includes 75 employees currently on lay-off status.

Wages:	Effective	Feb. 1/87	Feb. 1/88	Feb. 1/89
General Increases		30¢	27¢	30¢
COLA Fold-in		\$1.50		
Skilled Trade Adjustment		39¢ for Maintenance Class "A"		
Additional Adjustments		10¢ for certain classifications		
General Help "B"		\$14.36 (\$12.56)	\$14.63	\$14.93
Maintenance Class "A" (includes Electrician)		\$17.21 (\$15.02)	\$17.48	\$17.78

Cost of Living Allowance: \$2.04 COLA was generated during the previous agreement; \$1.50 is folded into wages and 54¢ continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the October 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-50¢-60¢ (0-42¢-57¢).

Paid Personal Days: Discontinued and replaced with 3 Fridays or Mondays off between May and July of each year.

Health and Welfare: Life Insurance - Benefit is \$27,000 (\$25,000). Effective February 1, 1989, \$29,000.

Life Insurance for Future Retirees (new) - Benefit is \$4,000.

Weekly Indemnity - Benefit is 24 times the employee's hourly base rate. (Previously, \$317.)

Continuation of Benefits for Retirees, Surviving Spouses, Dependents, Employees on lay-off or L.T.D. - Various improvements to coverage for employees and family members, payable over longer time periods.

Pension Plan:	<p><u>Basic Benefit</u> - For retirements effective February 1, 1987, \$21 (\$19) per month per year of service. Effective February 1, 1988, \$22. Effective February 1, 1989, \$23.</p> <p><u>Supplemental Benefit</u> - For retirements effective February 1, 1987, \$15 (\$16.50) per month per year of service to a maximum 35 (30) years of service. Effective February 1, 1988, \$15.50. Effective February 1, 1989, \$16.25.</p> <p><u>Minimum Monthly Benefit (including Basic and Supplemental Benefits)</u> - \$1,150 (\$1,000). Effective February 1, 1988, \$1,200. Effective February 1, 1989, \$1,250.</p> <p><u>Early Retirement Incentives</u> - Incentives increase by 8%-34.4% depending on age and length of service.</p> <p><u>Current Retirees</u> - Benefits increased by \$1 per month per year of service. Effective February 1, 1988, 50¢.</p> <p><u>Special Benefit (new)</u> - In the event of a total plant closure, employee under age 55 with 30 or more years of service receives unreduced pension.</p>
Meal Allowance:	\$3.50 (\$6.50). Effective February 1, 1989, \$9.
Termination Pay:	<u>Total Plant Closure</u> - Employee with 5 or more years of seniority receives one week's regular pay per year of seniority to a maximum of 30 (26) weeks' pay.
Paid Education Leave (new):	Employer contributes 2¢ per regular hour worked.

TEXTILE

Celanese Canada Inc. - Millhaven Plant at Kingston - Local 9670, Energy and Chemical Workers (CLC): A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 645 employees*, settled at the bargaining stage. Duration of negotiations - 1 month.

* Includes 37 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	3.6%	3.6%
	Additional Adjustments	Number of classifications reduced to 66 (78)	
	Labourer	\$12.32 (\$11.89)	\$12.76
	Electrician	\$15.61 (\$15.07)	\$16.17

Effective	<u>Apr. 1/89</u>	<u>Oct. 1/89</u>
General Increases	2%	2%
Labourer	\$13.02	\$13.28
Electrician	\$16.49	\$16.82
Shift Premium:	0-50¢-50¢ (0-43¢-53¢). Effective April 1, 1988, 0-52¢-52¢.	
Sunday Premium:	\$2.10 (\$2.06) per hour. Effective April 1, 1988, \$2.12.	
Bereavement Leave:	Maximum 8 hours' paid leave to attend funeral of son/daughter-in-law (new).	
Safety Shoe Allowance:	\$60 (\$55) per year.	
Severance Pay (new):	In case of total or partial plant closure, 1 week's regular pay per year of service to a maximum 30 weeks.	

PRIMARY METAL

Kelsey-Hayes Canada Limited, Beards Lane Plant and Eureka Foundry Plant at Woodstock - Local 636, Canadian Auto Workers (CLC): Two 35-month renewal agreements effective from February 22, 1987* to February 1, 1990 for Eureka Foundry, and from March 5, 1987 to February 1, 1990 for Beards Lane Plant, covering 340 employees, settled during a work stoppage. Duration of negotiations - 3 months.

* Previous agreements expired January 31, 1987.

Wages:	Effective	<u>Feb. 22/87/Mar. 5/87**</u>	<u>Jan. 31/88</u>	<u>Jan. 29/89</u>
General Increases		2.75%	25¢	24¢
COLA Fold-in		\$1		
Additional Adjustments		Beards Lane Plant - 21¢ for Stationary Engineer Class 3 and 44¢ for Stationary Engineer Class 4. Eureka Foundry - 5¢ for Stationary Engineer 4th Class and 5¢-10¢ equity adjust- ments for certain classifications		
		<u>Eureka Foundry</u>		
Foundry Labour		\$12.95 (\$10.66)	\$12.20	\$12.44
Electrician		\$14.10 (\$12.75)	\$14.35	\$14.59

Feb. 22/87/Mar. 5/87**

Jan. 31/88

Jan. 29/89

Beards Lane Plant

Labour-Maintenance	\$12.01 (\$10.72)	\$12.26	\$12.50
Electronic Technician	\$14.51 (\$13.15)	\$14.76	\$15.00

** Applies to Eureka Foundry and Beards Lane Plant respectively.

Lump Sum Settlement Payment: \$300 per employee.

Cost of Living Allowance: \$2.21 COLA was generated under previous agreements; \$1 is folded into wages and \$1.21 continues to float.

1¢ per 0.3 point change in the average Consumer Price Index - 1971=100, using the average index for September, October and November, 1986 as the base. Adjusted quarterly. 2¢ per quarter is diverted from the first three adjustments and 1¢ per quarter from the remaining adjustments for a total of 14¢, to defray benefit costs. (Basic formula is unchanged. Previously, no diversions.)

Paid Holidays: 1 floating day is deleted for a total of 13 (14) days. 1 (4) paid option days per year, on which employee may work for an extra day's pay. Effective in the second year another floating day is deleted for a total of 12 days.

Bereavement Leave: 1 day's paid leave upon death of grandparent of current spouse and brother/sister-in-law (new).

Health and Welfare: Life Insurance - Effective April 1, 1987, benefit is \$20,000 (\$19,500). Effective April 1, 1988, \$20,500. Effective April 1, 1989, \$21,000.

A. D. & D. - Effective April 1, 1987, benefit is \$10,000 (\$9,750). Effective April 1, 1988, \$10,250. Effective April 1, 1989, \$10,500.

Life Insurance for Retirees - Benefit is \$3,500 (\$3,000).

Weekly Indemnity - Minimum benefit is \$315 (\$265) or 60% of regular earnings to UIC maximum, whichever is greater. First day benefits will apply if disabled following outpatient surgery.

Vision Care - Effective April 1, 1988, maximum claim is \$80 (\$70) every 24 months.

Drug Plan - Effective April 1, 1987, generic drugs are added subject to physician's control.

Major Medical - Current coverages provided under E.H.S. and Out-of-Province riders replaced by T-4 rider. Prosthetics coverage updated to P7 plan. Effective February 1, maximum \$300 per year for chiropractic and podiatrist treatment, maximum \$100 for insulin guns plus additional types of prosthetics and durable medical equipment are added (new).

Survivor Transition Income Benefit - Effective April 1, 1987, maximum \$300 (\$275) per month. Effective April 1, 1989, \$325.

Survivor Bridging Income Benefit - Effective April 1, 1987, maximum \$325 (\$300) per month. Effective April 1, 1989, \$350.

Dental Plan - Effective April 1, 1987, Auto Plan #44 replaces Delta Preventative Plan A. Coverage is extended to include bridges, caps and crowns equivalent to Green Shield Plan #44 with a maximum annual benefit of \$1,000. Maximum lifetime orthodontic benefit is \$1,000 (\$650) for eligible dependents under 19. Payment for certain procedures every 9 (6) months.

Pension Plan:

Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date as shown:

Retirement Date	Effective
Feb. 1, 1987-Jan. 1, 1989	Feb. 1, 1988, \$19.45 (\$18.45) Feb. 1, 1989, \$20.00
Feb. 1, 1989 and thereafter	\$20.95

Early Retirement "30 and out" Special Allowance - Total monthly benefit varies by retirement date as shown:

Retirement Date	Effective
Feb. 1, 1987-Jan. 1, 1989	Feb. 1, 1988, \$1,000 (\$935) Feb. 1, 1989, \$1,100
Feb. 1, 1989 and thereafter	\$1,150

Supplemental Monthly Benefits Per Year of Service Prior To Age 65 - Paid to a maximum of 30 years of service as shown:

Retirement Date	Amount
Feb. 1, 1987-Jan. 1, 1989	\$16 (\$15)
Feb. 1, 1989 and thereafter	\$17

General Terms

Earnings
Limitation:

Effective in 1987, earnings limit for "30 and out" retirees receiving Special Allowances is \$7,600 (\$7,200). Effective in 1988, \$8,000.

Special Pension
Payments:

Two lump sum payments for employees who retired prior to February 1, 1987, payable February 1988 and 1989, of \$6.67 per year of service to a maximum of \$200 for 30 years of service. Surviving spouse receives 60% of the payment.

Education
Allowance:

Eligibility extended to all employees. (Previously, skilled trades only.)

Moving
Allowance:

\$665-\$1,120 depending on number of kilometres for single employee moving between plant locations, and \$1,470-\$2,310 for married employees. (Previously, \$190-\$390 and \$465-\$815 for single and married employees respectively depending on number of miles.)

Safety Shoe Allowance: \$55 (\$50) per year. Effective January 1988, \$60. Effective January 1989, \$65.

Tool Allowance: \$55 (\$50) every 1,000 hours for Electrical Apprentice and \$75 (\$50) for Mechanical Trades Apprentice.

Tool Insurance: Maximum lifetime claim is \$2,500 (\$1,500).

METAL FABRICATING

Samuel, Son & Co., Limited at Mississauga - Local 6398, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 6, 1987 to May 6, 1990, with wages retroactive to March 2, 1987, covering 370 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 2/87	May 6/88	May 6/89
General Increases		45¢	55¢	65¢
Job Class Increment		20¢ (18¢)	22¢	24¢
Group 1 (Labour)		\$11.67 (\$11.22)	\$12.22	\$12.87
Group 14 (Electrician)		\$14.22-\$14.27 (\$13.51-\$13.56)	\$15.03-\$15.08	\$15.94-\$15.99

Previous rates reflect 27¢ COLA folded into wages during the previous agreement.

Maximum rate for Electrician is reached after 4 months.

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, above 371.0. Adjusted quarterly beginning August 1989. (Basic formula is unchanged.) 1¢ per hour diversion to Education Fund (new).

Shift Premium: 0-25¢-45¢ (0-25¢-35¢). Effective May 6, 1988, 0-25¢-50¢. Effective May 6, 1989, 0-30¢-50¢.

Paid Vacation: 4 weeks after 11 (12) years of service. Effective May 6, 1988, 5 weeks after 18 (20) years. Effective May 6, 1989, 6 weeks after 24 (25) years.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$20,000 (\$18,000). Effective May 6, 1988, \$21,000. Effective May 6, 1989, \$22,000.

Life Insurance for Retirees (new) - Benefit is \$2,500.

Dependent Life Insurance - Effective May 6, 1988, benefit is \$4,500 (\$3,000) for spouse, \$500 (\$300) for child under 1 year and \$2,000 (\$1,500) for child between 1 and 21 years.

Long Term Disability - Maximum benefit is \$180 (\$140) per week. Effective May 6, 1989, \$200.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Maximum lifetime benefit is \$7,500 (\$5,000).

Pension Plan: Basic Benefit - \$18 (\$17) per month per year of service.
Effective May 6, 1988, \$19. Effective May 6, 1989, \$20.

Education Fund (new): Employer contributes \$3,500 to joint union/management fund. Effective May 6, 1988, additional \$3,500. Effective May 6, 1989, additional \$3,500. 1¢ per hour worked to be diverted from COLA to reimburse employer for the 1989 payment, and thereafter to be diverted into fund.

Duo-Matic Olsen Inc. at Tilbury - Local 8222, United Steelworkers (AFL-CIO/CLC)
(production and office employees): A 36-month renewal agreement* effective from March 1, 1987 to February 28, 1990, covering 325** employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previously, two separate agreements.

** Includes 75 employees on lay-off status.

Wages:	Effective	Mar. 1/87	Sept. 1/87	Mar. 1/88
General Increases		25¢	10¢	20¢
Assembler		\$10.20 (\$9.95)	\$10.30	\$10.50
Tool and Die Designer		\$15.12 (\$14.87)	\$15.22	\$15.42
Effective	Sept. 1/88	Mar. 1/89	Sept. 1/89	
General Increases		15¢	20¢	20¢
Assembler		\$10.65	\$10.85	\$11.05
Tool and Die Designer		\$15.57	\$15.77	\$15.91

Lump Sum Settlement Payment: \$75 approximately for each member attending ratification meeting.

Paid Holidays: Effective February 1990, eligible employee receives third Monday in February, or Heritage Day, for a total of 13 days.

Employee laid off prior to Christmas holidays who worked on Heritage, Civic or Remembrance Day receives allowance for float days equivalent to number of holidays worked. (Previously, no qualifying requirement and only seniority employees who were currently employed, received float days during the Christmas period.)

Bereavement Leave:	Effective March 1, 1989, 1 day's paid leave upon death of sister/brother-in-law (new).
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective March 1, 1989, benefit is \$14,200 (\$13,200).
	<u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective March 1, 1988 and March 1, 1989, the 1986 and 1987 O.D.A. fee schedules respectively.
Pension Plan:	<u>Employer Contribution</u> - Effective March 1, 1988, 25¢ per hour worked to a maximum 1,800 hours per year. Effective March 1, 1989, 30¢.

TRANSPORTATION EQUIPMENT

Layes-Dana Filters Inc., Cambridge Division, previously Sheller-Globe of Canada Ltd., Kralinator Filters Division at Cambridge - Local 4605, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 7, 1986 to November 6, 1989, covering 260 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 7/86</u>	<u>May 1/87</u>
	General Increase	30¢*	
	Skilled Trades Adjustments		50¢ for Maintenance and Electrician and 60¢ for Tool & Die "A"
	Maintenance Labourer	\$8.63-\$9.49 (\$8.36-\$9.19)	\$8.63-\$9.49
	Tool & Die "A"	\$12.15-\$13.37 (\$11.88-\$13.07)	\$12.70-\$13.97
	Effective	<u>Nov. 7/87</u>	<u>Nov. 7/88</u>
	General Increases	30¢*	30¢*
	Maintenance Labourer	\$8.90-\$9.79	\$9.17-\$10.09
	Tool & Die "A"	\$12.97-\$14.27	\$13.25-\$14.57

* Increase applies to maximum rates, with minimum rates adjusted to maintain 10% differential.

Maximum rates are reached on merit, but in no event later than 90 days.

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the October 1987 index as the base. Triggered at 4% and 3% in the second and third years respectively and capped at 25¢ annually. Adjusted quarterly. To be folded into rates at end of second year. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Life Insurance and A. D. & D. - Effective November 7, 1987, benefit is \$14,000 (\$13,000). Effective November 7, 1988, \$15,000.

Vision Care - Effective November 7, 1987, maximum claim is \$110 (\$100) every 2 years.

Dental Plan - Effective June 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective June 1, 1989, the 1987 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective March 20, 1987, \$7.50 (\$6.50) per month per year of service.

ELECTRICAL PRODUCTS

Canadian General Electric Company Limited at Oakville, Peterborough and Toronto, Ontario and various centres in Quebec - Locals 544, 567 and 599, Communications-Electrical Workers (CLC)(plant and office employees): Three 24-month renewal agreements effective from March 5, 1987 to March 4, 1989, covering 996 Ontario employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 9/87</u>	<u>Mar. 7/88</u>
Increases			
Plant		14¢-32¢ per hour	11¢-25¢ per hour
Office		\$3.20-\$15.20 per week	\$3.60-\$11.60 per week
COLA Fold-in		30¢ per hour	
<u>Oakville Plant</u>			
Assembler (Light, repetitive)		\$11.38 (\$10.94)	\$11.51
Tool and Die Maker Grade 1		\$14.96 (\$14.34)	\$15.21
<u>Peterborough Office</u>			
<u>Weekly Rates</u> 40 hours per week			
Clerical Grade 5 (Clerk Typist)		\$425.80 (\$409.40)	\$430.20
Senior Engineering Assistant I		\$655.31 (\$628.11)	\$666.91

Previous rates reflect 38¢ per hour COLA folded in during the previous agreement.

Lump Sum Settlement \$500.

Payment:

Cost of Living Allowance: 1¢ per 0.32 point change in the Consumer Price Index - 1971=100 from August to November 1987, to be folded into wages March 7, 1988. Three further quarterly adjustments in 1988. (Basic formula is unchanged.)

Shift Premium: Plant - 0-49¢-70¢ (0-46¢-67¢).
Office - 0-4%-6% (unchanged).

Paid Vacation: 3 weeks after 4 (5) years of service and 5 weeks after 22 (23) years. Effective March 7, 1988, 5 weeks after 21 years.

Bereavement Leave: Maximum 5 (3) days' paid leave upon death of immediate family member.

Health and Welfare: Semi-Private Hospitalization - Benefit is \$30 (\$25) per day.

Major Medical for Retirees - Maximum claim is \$40,000 (\$30,000).

Dental Plan - Effective January 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$11.20-\$20 (\$11.20-\$19.20) per month per year of service depending on earnings.

Safety Shoe Allowance: \$50 (\$35).

Technological Change: Wage rate is protected for 39 (26) weeks on displacement due to technological change.

Income Extension: 1 1/2 week's pay per year of service up to and including 20 years
Mid-Plant Closure: and 2 weeks' pay per year of service after 20 years (new).

HEMICALS AND CHEMICAL PRODUCTS

ever Detergents Limited at Toronto - Local 132, Teamsters (Ind.): A 24-month renewal agreement effective from March 15, 1987 to March 15, 1989, covering 440* employees, settled at the bargaining stage. Duration of negotiations - 1 week.

* Includes 25 employees currently on lay-off status.

ages:	Effective	<u>Mar. 15/87</u>	<u>Mar. 13/88</u>
	General Increases	4%	4%
	Job Class	42.5¢	44.0¢
	Increments	(41.0¢)	

	<u>Mar. 15/87</u>	<u>Mar. 13/88</u>
Additional Adjustments	Some classifications restructured	
Step 2 (includes Cleaner General Services)	\$13.240 (\$12.735)	\$13.77
Step 13+ (includes Electronic Electrician/ Instrument Mechanic)	\$18.340 (\$17.655)	\$19.05
<u>Start Rate (new)</u> - \$12.325 per hour. Effective March 13, 1988, \$12.45.		
Shift Premium:	63.5¢ (61¢). Effective March 13, 1988, 66¢.	
Charge Hand Premium:	92.5¢ (89¢). Effective March 13, 1988, 96.5¢.	
Relief Supervisor Premium:	\$1.19 (\$1.145). Effective March 13, 1988, \$1.24.	
Working Foreman Premium:	\$1.325 (\$1.275). Effective March 13, 1988, \$1.375.	
Spare Person Premiums:	53¢ (51¢), 66¢ (63.5¢), and 92.5¢ (89¢) for Spare Persons A, B and C respectively. Effective March 13, 1988, 55¢, 69¢ and 96.5¢ respectively.	
Sick Leave:	Full benefit is payable from the first day of sickness after 13 (25) years of service to a maximum accumulation of 6 months entitlement. (Previously, a reduced benefit of 50% of regular salary was payable after exhaustion of normal benefit entitlement, with no maximum accumulation.)	
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$22,000 (\$20,000). Effective March 13, 1988, \$25,000.	
	<u>Dental Plan</u> - Effective April 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective April 1, 1988, the 1988 O.D.A. fee schedule.	

MISCELLANEOUS MANUFACTURING

Honeywell Limited at Scarborough - Local 80, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from March 1, 1987 to February 28, 1989, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/87</u>	<u>Mar. 1/88</u>
	General Increases	4%	4%
	Skilled Trades Adjustment	10¢	

	<u>Mar. 1/87</u>	<u>Mar. 1/88</u>
Labour Grade 11 (includes Assembly Light)	\$9.41 (\$9.05)	\$9.79
Tool Room Specialist	\$16.66 (\$15.92)	\$17.33
Shift Premium:	0-32¢-34¢ (0-30¢-32¢).	
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$23,000 (\$15,000).	
	<u>A. D. & D. (new)</u> - Employer pays 100% of premium cost. Benefit is \$23,000.	
	<u>Weekly Indemnity</u> - Benefit is 66 2/3% of regular wages up to UIC maximum. (Previously, 66 2/3% of regular weekly wages to a maximum of \$309.)	
	<u>Long Term Disability</u> - Benefit is 66 2/3% (50%) of salary to a maximum of \$2,500 per month.	
	<u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective March 1, 1988, the 1986 O.D.A. fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - Benefit is \$16.50 (\$15.50) per month per year of service after December 1, 1965 (1970). Effective March 1, 1988, \$17.50. Benefit is back dated to December 1, 1960.	
Safety Shoe Allowance:	\$65 (60) per year. Effective March 1, 1988, \$70.	

WES

Canadian Rock Salt Company Limited, Ojibway Mine at Windsor - Local 195, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 16, 1987 to February 15, 1990, covering 210 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

	<u>Effective</u>	<u>Feb. 16/87</u>	<u>Aug. 16/87</u>	<u>Feb. 16/88</u>
COLA Fold-in		\$1.16		
General Increases		15¢	10¢	12¢
Skilled Trades Adjustment		5¢		
<u>Maintenance Dept.</u>				
Labourer		\$14.87 (\$13.56)	\$14.97	\$15.09

	<u>Feb. 16/87</u>	<u>Aug. 16/87</u>	<u>Feb. 16/88</u>
Skilled Trades	\$16.40 (\$15.04)	\$16.50	\$16.62
	<u>Aug. 16/88</u>	<u>Feb. 16/89</u>	<u>Aug. 16/89</u>
Effective			
General Increases	13¢	15¢	15¢
Skilled Trades Adjustment		5¢	
Labourer	\$15.22	\$15.37	\$15.52
Skilled Trades	\$16.75	\$16.95	\$17.10

Additional Adjustments - Effective March 30, 1987, 5¢ for Labourer (Mill), 10¢ for Scooptram Operator and Roof Bolter, and 13¢ for Hand Scaler.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100, using the October 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: Effective February 16, 1989, 0-35¢-50¢ (0-30¢-45¢).

Bereavement Leave: 3 days' paid leave upon death of spouse's grandparent (new).

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$19,000). Effective February 16, 1988, \$21,000. Effective February 16, 1989, \$22,000.

Major Medical - Generic drugs may be substituted for brand name products.

Weekly Indemnity - 80% of regular earnings for 26 weeks (unchanged) and 50% of regular earnings for a further 26 (20) weeks.

Dental Plan - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Maximum lifetime claim of \$1,000 (\$650) for orthodontic procedures.

Vision Care and Hearing Aid (new) - Effective May 1, 1987, employer pays 100% of premium costs. Maximum claim is \$50 per eligible person every 2 years for vision care and \$450 lifetime for hearing aid.

Pension Plan: Early Retirement Incentive Plan - Effective July 1, 1987, employee aged 55 (60) years with 30 years of service may elect to receive unreduced pension plus \$200 per month supplement up to age 60, and \$100 per month thereafter to age 65.

Safety Shoe Allowance: \$55 (\$50) per year. Effective February 16, 1988, \$60. Effective February 16, 1989, \$65.

TRANSPORTATION

Ontario Area Transit Operating Authority, GO Transit - Local 1587, Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from December 27, 1986* to January 6, 1989, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previous agreement was scheduled to expire January 1, 1987.

ages:	Effective	<u>Dec. 27/86</u>	<u>Dec. 26/87</u>
	Increases	Average 4.09% to top rates only	Average 3.9% to top rates only
	Skilled Trades Adjustments	15¢-20¢** to top rates only	
	Additional Adjustments	10¢-15¢ to top rates of certain classifications, some classifica- tion adjustments	
	Ticket Collector	\$8.91-\$10.13 (\$8.91-\$9.66)	\$8.91-\$10.59
	Bus Driver	\$13.01-\$14.42 (\$13.01-\$13.60)	\$13.01-\$15.07
	Maintenance Electrician	\$14.97-\$17.28 (\$14.97-\$16.32)	\$14.97-\$18.06

** Tool, trade paper and air conditioning allowances are replaced by skilled trades adjustments. Maintenance Group Leader and Maintenance Group Leader Servicemen classifications deleted.

Maximum rates are reached after 1 year.

Hours of Work
Guarantee (new): 8 hours per day and 40 hours per week guaranteed for full-time employees.

Shift Premium: Effective May 2, 1987, \$3.60 per shift for all work finishing between 10 p.m. and 8:15 a.m. Effective December 26, 1987, \$4.80. (Previously, 10 minutes of pay at full rate per shift for drivers and 30¢ per hour for non-drivers.)

Holiday Pay
Permanent
(part-time): 10% of regular paid hours worked in the prior pay period (new).

Sick Vacation: 2 (3) weeks in the first year of service, pro-rated at 6.66 hours per month. (Previously, 1.25 days per month.) 4 weeks after 9 (10) years and 5 weeks after 19 (20) years. Effective in 1988, 4 weeks after 8 years and 5 weeks after 18 years.

Health and
Welfare: Semi-Private Hospitalization - Benefit is a maximum \$35 (\$25) per day.

Major Medical - \$16 (\$10) per visit to Psychologist, \$12 (\$6) per visit to Chiropractor, Osteopath, Naturopath, Podiatrist, Physiotherapist, Speech Therapist and Masseur. \$16 (\$10) per half hour of individual psychotherapy and/or testing and \$12 (\$6) for all other visits to psychologist. Maximum \$100 for Podiatrist surgery (new). Dental surgeon services are covered for up to 18 (12) months following an accident.

Benefits for Part-time Employees - Employer pays 50% of premium costs for Dental Plan (new).

Dental Plan - Employer pays 100% of premium costs for denture benefit equivalent to Blue Cross Rider #2, with 50%-50% co-insurance and a maximum lifetime claim of \$2,000 (new). Effective January 1, 1988, orthodontic benefit added under the same conditions as dentures (new). Coverage is based on the current year's Ontario Dental Association fee schedule.

The following provisions apply to Bus Drivers only:

Paid Rest Periods: 15-minute break period after 6 hours of driving. (Previously, length of break or time taken was not defined.)

Split Shifts: Effective September 8, 1987, 8 hours within any 13 (13.25) hour period on weekdays, and within 12.5 (12.25) hours on Saturday, Sunday or holidays.

Premium Pay: 50¢ (15¢) per hour for Acting Route Inspector. 50¢ (30¢) per hour for instructing.

Overnight Layover Pay Guarantee (new): Effective September 9, 1987, minimum 7 hours' pay per day plus \$7 per meal for a maximum 3 meals per day. (Previously, employer reimbursed for accommodation and meal expenses.)

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Broadcast Employees (NABET) (CLC):
A 16-month renewal agreement effective from February 27, 1987* to July 3, 1988, with wages retroactive to June 28, 1985, covering 981 Ontario employees, settled with mediation assistance.
Duration of negotiations - 20 months.

* Previous agreement expired June 27, 1985.

<u>Wages:</u>	<u>Effective</u>	<u>June 28/85</u>	<u>July 7/86</u>	<u>July 6/87</u>
	<u>General</u>	3%	2%	3%
	<u>Increases</u>			
	<u>Annual Rates</u>			
	38.75 hour per week			
	Group 1	\$17,421-\$22,409	\$17,769-\$22,857	\$18,302-\$23,543
	(includes	(\$16,914-\$21,756)		
	Television			
	Assistant)			

	<u>June 28/85</u>	<u>July 7/86</u>	<u>July 6/87</u>
Group 4 (includes TV Technician)	\$21,355-\$31,711 (\$20,733-\$30,787)	\$21,782-\$32,345	\$22,435-\$33,315
Group 8 (includes Quality Control Technician)	\$30,532-\$37,336 (\$29,643-\$36,249)	\$31,143-\$38,083	\$32,077-\$39,225

Maximum rate for Group 1 is reached after 4 years, for Group 4 after 6 years and for Group 8 after 3 years.

Temporary Upgrade Premium: \$12.50-\$18 (\$10-\$15).

Health and Welfare: Dental Plan - Full-time - Effective July 6, 1987, annual cost of plan not to exceed the equivalent of 1% of base salary on that date (new).

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC):
A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 16,000 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
Average Increases		4.2%	4.1%	4%
Labourer		\$13.42 (\$12.88)	\$13.97	\$14.53
Trade Group 1 (includes Electrician and Powerline Maintainer, previously Lineman)		\$18.42 (\$17.68)	\$19.18	\$19.95
<u>Weekly Rates</u> 35 to 40 hours per week				
Grade 51 (includes Office Junior)		\$368.67-\$392.20 (\$353.80-\$376.39)	\$383.78-\$408.28	\$399.13-\$424.61

	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
Grade 66 (includes Senior Design Technologist)	\$892.22-\$949.17 (\$857.99-\$910.91)	\$928.80-\$988.09	\$965.95-\$1,027.61
Maximum rates for Office Junior and Senior Design Technologist are reached after 2 annual increases.			
Cost of Living Allowance:	1/2% per full 1/2% (1% per full 1%) increase in the Consumer Price Index - 1981=100, using the February 1988 index as the base. Triggered at 4.1% (3.5%) in the second year and 4% in the third year. (Previously, formula did not trigger.)		
Shift Premium:	Effective April 1, 1988, 0-45¢-65¢ (0-40¢-60¢). Effective April 1, 1989, 0-50¢-70¢.		
Standby Pay:	70¢ (65¢) per hour Monday to Friday and 95¢ (90¢) per hour on weekends and statutory holidays. Effective April 1, 1989, 75¢ and \$1 respectively.		
Paid Vacation:	Effective April 1, 1989, 4 weeks after 8 (10) years of service.		
Paid Maternity Leave:	Effective April 1, 1988, 15 weeks at the difference between 93% of regular weekly earnings and UIC benefit and any other earnings (new) following 2-week UIC waiting period at 93% of regular weekly earnings (unchanged).		
Health and Welfare:	<u>Long-Term Disability</u> - Benefit is the lesser of 65% (60%) base earnings at expiration of qualifying period or 75% (70%) of base earnings at end of qualifying period less any CPP-DP or WCB primary awards.		
	<u>Major Medical and Dental Plan</u> - Full coverage for dependent children in full-time school attendance up to 24th (21st) birthday.		
	<u>Vision Care</u> - Effective April 1, 1988, maximum claim is \$150 (\$100) per calendar year.		
	<u>Dental Plan</u> - Coverage continues to be updated on January 1 to the current year's Ontario Dental Association fee schedule.		
Pension Plan:	Effective first of month following the Order in Council (Ontario Legislature): Employee makes no contributions after 35 years in pension plan (new), can receive full accrued pension after 35 years in pension plan regardless of age (new) and the spousal pension benefit is 60% (50%) of employee's pension benefit.		
Moving Allowances:	<u>Incidental Expenses</u> - Employer pays maximum \$2,500 (\$2,000). Effective April 1, 1989, \$3,000.		
	<u>Breaking Lease</u> - Employer pays maximum \$750 (\$500).		
	<u>Legal and Real Estate Fees</u> - Legal and associated fees to be reimbursed to maximum \$2,000 (\$1,000) and Real Estate Fees to maximum \$5,000 (\$4,500). Effective April 1, 1989, \$2,500 and \$6,000 respectively.		

Meal Allowance: \$7 (\$6) after 2 hours of overtime. Effective April 1, 1988, \$8. Effective April 1, 1989, \$9.

Tool Allowance: Effective April 1, 1988, maximum \$100 (\$75) for repair or replacement of personal tools worn or damaged on the job.

Safety Shoe Allowance: Employer pays 75% of cost to maximum \$125 per pair (once per year) for shock resistant footwear (new), 50% of cost to maximum \$75 (\$50) per pair for other required safety shoes, and 33 1/3% of cost to maximum \$20 (\$8) per pair when not a job requirement.

FINANCE, INSURANCE AND REAL ESTATE

Canadian Imperial Bank of Commerce, Chargex Centre at Toronto - Local 2104,
CLC Directly Chartered (full-time and part-time employees): A 12-month renewal agreement effective from January 27, 1987, to January 26, 1988, covering 295 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Effective Mar. 1/87

Increase 5%*

* March 1 established as common merit review date for all employees. Individual increases effective March 1, 1987 will be pro-rated accordingly.

Clerk 1 (includes \$7.20-\$8.47
File Clerk) (\$6.86-\$8.07)

Clerk 9 \$14.55-\$18.21
(Assistant Investigator) (\$13.86-\$17.34)

Maximum rates are reached on merit.

Shift Premium: 0-38¢-46¢ (0-35.9¢-41¢).

EDUCATION AND RELATED SERVICES

East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and
York Boards of Education - Ontario Secondary School Teachers'
Federation and Association des Enseignants Franco-Ontariens
(Ind.): Six 24-month renewal agreements effective from September 1, 1986 to August 31, 1988, covering 8,759 employees, settled at the bargaining stage. Duration of negotiations - 14 months.

Effective Sept. 1/86 Jan. 1/87

General Increases 4% 1%

Teacher-Category I \$22,480-\$38,694 \$22,705-\$39,081
0-10 years (\$21,615-\$37,206)

Teacher-Category IV \$27,021-\$48,205 \$27,291-\$48,687
0-10 years (\$25,982-\$46,351)

	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
<u>Vice-Principal</u> 0-3 years		
Junior High School*	\$49,767-\$54,469 (\$47,853-\$52,374)	\$50,265-\$55,014
Secondary School	\$52,119-\$56,816 (\$50,114-\$54,631)	\$52,640-\$57,384

<u>Principal</u> 0-3 years		
Junior High School*	\$58,340-\$63,036 (\$56,096-\$60,612)	\$58,923-\$63,666
Secondary School	\$60,930-\$65,624 (\$58,587-\$63,100)	\$61,539-\$66,280

Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
General Increases	4%	1%
Teacher-Category I	\$23,613-\$40,644	\$23,849-\$41,050
Teacher-Category IV	\$28,383-\$50,634	\$28,667-\$51,140

<u>Vice-Principal</u>		
Junior High School*	\$52,276-\$57,215	\$52,799-\$57,787
Secondary School	\$54,746-\$59,679	\$55,293-\$60,276

<u>Principal</u>		
Junior High School*	\$61,280-\$66,213	\$61,893-\$66,875
Secondary School	\$64,001-\$68,931	\$64,641-\$69,620

* Applies to East York, North York and Toronto Boards of Education only.

Responsibility Allowances: Effective September 1, 1987, increased by 4%. Effective January 1, 1988, increased by 1%.

Health and Welfare: OHIP - Employer pays 85% (80%) of premium costs.

Dental Plan - Effective May 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1988, the 1986 O.D.A. fee schedule. Orthodontic and restorative coverage are added with the employer paying 69% of the total premium costs (new).

Lanark County Board of Education at Perth - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 309 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increase	4.2%	*
	Teacher-Category D 0-5 years	\$18,560-\$23,997 (\$17,812-\$23,030)	
	Teacher-Category A1 0-11 years	\$22,659-\$38,438 (\$21,746-\$36,889)	
	Teacher-Category A4 0-12 years	\$26,936-\$48,270 (\$25,850-\$46,324)	
	Principal-Category II 0-3 years	\$52,829-\$57,105 (\$50,700-\$54,803)	
	Principal-Category III 0-3 years	\$55,791-\$60,055 (\$53,542-\$57,634)	
	* Increase to equal the percentage increase in the Consumer Price Index from the July 1986 to the July 1987 index or 3.5%, whichever is greater.		
Responsibility Allowances:	Principal-Category I and Vice-Principal allowances increased by 4.2%, other allowances increased by 7.2%. Effective September 1, 1987, all allowances increased in accordance with the general salary increase.		
Graduate Degree Allowances:	\$885 (\$850) per year for a Master's Degree and \$1,218 (\$1,170) per year for a Doctoral Degree.		

Lincoln County Board of Education at St. Catharines - Local 152, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria employees): Two 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 343 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	Increases		
	Full-time employees	50¢	50¢
	Part-time employees	40¢	40¢
	Skilled Trades Adjustment	20¢	20¢
	<u>Full-Time Employees</u>		
	Bus Driver	\$10.41 (\$9.91)	\$10.91
	<u>Annual Rates</u>		
	Labourer	\$22,728-\$22,991 (\$21,688-\$21,951)	\$23,768-\$24,031
	Caretaker	\$23,586-\$23,866 (\$22,546-\$22,826)	\$24,626-\$24,906

	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Master Mechanic	\$28,201-\$28,499 (\$26,745-\$27,043)	\$29,657-\$29,955

Maximum rates are reached after 1 year.

Shift Premium:	0-27¢-32¢ (0-25¢-30¢). Effective January 1, 1988, 0-32¢-32¢.
Paid Vacation:	6 weeks after 26 (28) years of service. Effective January 1, 1988, 5 weeks after 17 (18) years and 6 weeks after 25 years.
Bereavement Leave:	3 days' paid leave upon death of stepchild or step-parent and 1 day's paid leave to attend funeral of aunt or uncle (new).
Health and Welfare:	Dental Plan - Effective April 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1987 O.D.A. fee schedule. Vision Care - Effective March 7, 1987, maximum claim is \$200 (\$80) every 2 years.
Safety Shoe Allowance:	\$55 (\$50) per year.

Sault Ste. Marie District Roman Catholic Separate School Board at Sault Ste. Marie - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 401 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 4/87</u>
	General Increases	4%	1% non-compounded
	Teacher-Category D 0-5 years	\$17,803-\$23,293 (\$17,117-\$22,397)	\$17,973-\$23,517
	Teacher-Category A1 0-10 years	\$22,122-\$36,632 (\$21,273-\$35,223)	\$22,334-\$36,984
	Teacher-Category A4 0-11 years	\$27,425-\$46,807 (\$26,373-\$45,007)	\$27,688-\$47,257
	Effective	<u>Sept. 1/87</u>	<u>Mar. 23/88</u>
	General Increases	5%	1% non-compounded
	Teacher-Category D	\$18,873-\$24,693	\$19,053-\$24,928
	Teacher-Category A1	\$23,453-\$38,833	\$23,673-\$39,203
	Teacher-Category A4	\$29,072-\$49,620	\$29,357-\$50,092

Responsibility Allowances: Increased in accordance with the general salary increases.

Toronto Board of Education - Local 595, Ontario Public Service Employees (NUPGE)
(CLC) (elementary and secondary occasional teachers): Two
 24-month renewal agreements effective from January 1, 1986 to
 December 31, 1987, covering 1,850 employees, settled at the
 bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Apr. 1/86</u>
	General Increases	4%	1%

Daily Rates*

Casual Occasional Teacher

Without a Degree	\$73.98 (\$71.13)	\$74.72
With a Degree	\$98.64 (\$94.85)	\$99.63

Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
General Increases	4%	1%
Without a Degree	\$77.71	\$78.49
With a Degree	\$103.62	\$104.66

* Daily rates exclude 4% vacation pay and 3% statutory holiday pay.

Long Term Occasional Teacher - Employed for a period of 20 or more consecutive teaching days as a replacement for a teacher employed under a permanent or probationary contract, receives in both years a daily rate in accordance with current salary grid for full-time teachers (unchanged).

Waterloo County Board of Education at Kitchener - Educational Support Staff Association (Ind.):* A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 463 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previously, Non-Academic Staff Association (Ind.).

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	4.4%

Full-time Employees

Annual Rates

5 Levels

Level A (includes Mail Clerk)	\$13,852-\$17,205 (\$13,268-\$16,480)
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Level G (includes Maintenance Foreperson)	\$27,345-\$33,960 (\$26,193-\$32,529)
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Paid Vacation: 3 weeks and 1 day after 6 years of service, 3 weeks and 2 days after 7 years, 3 weeks and 3 days after 8 years, 3 weeks and 4 days after 9 years (new) and 4 weeks after 10 years (unchanged).

Health and Welfare: Vision Care Plan (new) - Maximum claim is \$150 every year.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Waterloo County Roman Catholic Separate School Board at Kitchener - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 950 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 1/86	Jan. 1/87	Sept. 1/87
	General Increases	2%	3.5% non-compounded	4%
	Teacher-Category D 0-10 years	\$17,476-\$27,666 (\$17,133-\$27,119)	\$18,076-\$28,616	\$18,799-\$29,759
	Teacher-Category A1 0-10 years	\$21,407-\$36,827 (\$20,987-\$36,106)	\$22,142-\$38,092	\$23,028-\$39,618
	Teacher-Category A4 0-10 years	\$26,160-\$46,590 (\$25,647-\$45,672)	\$27,058-\$48,188	\$28,140-\$50,120

Responsibility Allowances: Increased in accordance with the general salary increases.

Special Education Certificate Allowances: Increased in accordance with the general salary increases until September 1, 1987, when the allowances are eliminated.

Home Instruction Teacher: \$12.75 (\$12.50) per hour. Effective January 1, 1987, \$13.20. Effective September 1, 1987, \$13.75.

Windsor Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 939 employees, settled during a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
	General Increases	5.3%	4.4%
	Teacher-Category D 0-6 years	\$17,181-\$26,271 (\$16,319-\$24,953)	\$17,937-\$27,426
	Teacher-Category A1 0-11 years	\$22,798-\$40,332 (\$21,655-\$38,309)	\$23,801-\$42,106

	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Teacher-Category A4 0-12 years	\$26,645-\$48,142 (\$25,309-\$45,728)	\$29,593-\$50,261
Responsibility Allowances:		
<u>Principal</u>		
Schools with 800 or more students 0-4 years		\$8,000-\$16,800 (\$3,500-\$5,250)
Schools with fewer than 800 students 0-7 years		\$4,000-\$11,721 (\$1,900-\$5,250)
<u>Vice-Principal</u> 0-3 years		
Schools with 800 or more students		\$3,000-\$7,500 (\$2,500-\$3,400)
Schools with fewer than 800 students		\$2,200-\$3,400 (\$1,600-\$2,500)
Department Head		\$3,300 (\$2,500)
Co-ordinator of Co-operative Education (new)		\$3,300
Head Consultant 0-3 years		\$3,000-\$6,000 (\$1,900-\$3,700)
Consultant 0-3 years		\$2,400-\$4,050 (\$1,900-\$3,100)
Head Teacher, Special Resource Teacher		\$750 (\$700)
Teacher Naturalist (new)		\$750

Effective September 1, 1987, all allowances increased by 4.4%.

**Health and
Welfare:**

Life Insurance - Employer pays 50% of premium costs for \$80,000 benefit (100% for \$40,000 benefit).

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

York Region Roman Catholic Separate School Board at Richmond Hill - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 36-month renewal agreement effective from September 1, 1986 to August 31, 1989, covering 1,033 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	3%	2.23%
	Teacher-Category D 0-8 (0-7) years	\$16,593-\$26,544 (\$16,110-\$24,312)	\$16,964-\$27,137
	Teacher-Category A1 0-11 years	\$22,423-\$38,095 (\$21,770-\$36,985)	\$22,924-\$38,945
	Teacher-Category A4 0-11 years	\$26,415-\$47,331 (\$25,646-\$45,952)	\$27,005-\$48,387
	<u>Principal</u> 0-4 years		
	"B" School	\$52,253-\$56,459 (\$50,731-\$54,815)	\$53,420-\$57,720
	"A" School	\$55,427-\$59,634 (\$53,813-\$57,897)	\$56,665-\$60,966
	Jr. High School	\$57,434-\$61,640 (\$55,761-\$59,845)	\$58,716-\$63,017
	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	Increases	4.5% average	4%
	Teacher-Category D 0-9 years Effective Sept. 1/88, 0-10 years	\$17,727-\$30,059	\$18,436-\$33,138
	Teacher-Category A1 0-10 years	\$23,956-\$40,698	\$24,914-\$42,326
	Teacher-Category A4 0-10 years	\$28,220-\$50,564	\$29,349-\$52,587
	<u>Principal</u> 0-4 years		
	"B" School	\$55,824-\$60,317	\$58,057-\$62,730
	"A" School	\$59,215-\$63,709	\$61,584-\$66,257
	Jr. High School	\$61,358-\$65,853	\$63,812-\$68,487
	<u>Vice-Principal (new)</u> 0-2 years		
	Elementary	\$53,500-\$54,700	\$55,640-\$56,888
	Secondary	\$54,900-\$56,100	\$57,096-\$58,344
Responsibility Allowances:	Increased in accordance with the general salary increases. Effective September 1, 1987, Minor Dean/Head - \$2,003 (new); and responsibility allowance for Vice-Principal is included in stated salary.		

Cost of Living Allowance (new):	1% per 1% increase in the Consumer Price Index from the April 1988 to the April 1989 index. Triggered at 4% and payment capped at 2.5%.
Preparation Time (full-time elementary):	Minimum of 60 minutes released time from classroom instruction, per 6-day cycle. Effective September 1, 1987, 120 minutes per 6-day cycle.
Travel Allowance:	\$60 (\$50) per month for 11 (10) months for Principal. Travel allowance as per board policy extended to include Vice-Principal (new).

HEALTH AND WELFARE SERVICES

Ross Memorial Hospital at Lindsay - Local 1909, Canadian Union of Public Employees (CLC) (service, office and clerical employees): A 24-month renewal agreement effective from September 29, 1985 to September 28, 1987, covering 270 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 29/85</u>	<u>Sept. 29/86</u>
General Increases		5%	4.5%
	<u>Monthly Rates</u>		
	37 1/2 hours per week		
Aide	\$1,520.31-\$1,598.52 (\$1,447.91-\$1,522.40)		\$1,588.72-\$1,670.45
R.N.A.	\$1,641.55-\$1,741.09 (\$1,563.38-\$1,658.18)		\$1,715.42-\$1,819.44
Maintenance I	\$1,801.53-\$1,908.16 (\$1,715.74-\$1,817.30)		\$1,882.59-\$1,994.03

Maximum rate for Aide is reached after one annual increase and for R.N.A. and Maintenance I, after two annual increases.

Shift Premium: 35 (28¢) per hour. Effective October 10, 1986, 45¢ for all hours worked if the majority of the shift hours fall between 3 p.m. and 7 a.m.

The following changes are effective October 10, 1986, unless stated otherwise.

Standby Pay: \$2 (\$1.25) per hour, not payable during a call back (new).

Paid Vacation: 4 weeks after 8 (12) years of service and 5 weeks after 17 (20) years.

Health and Welfare: Semi-Private Hospitalization (new) - Employer pays 100% (50%) of premium costs.

Vision Care and Hearing Aid - Employer pays 75% of premium costs. Maximum claim is \$60 every 2 years for vision care and \$300 lifetime for hearing aid.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Continuation of Benefits - Employer pays health and welfare premiums for a maximum 18 months for employee on W.C.B. leave (new).

Payment in Lieu of Fringe Benefits (part-time): Effective September 29, 1986, 14% (12%) of straight time rate.

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 75% of regular weekly earnings and UIC benefit and any other earnings, after a 2-week waiting period.

Technological Change: Employer pays tuition and travel expenses for employee who requires retraining as a result of technological change. Employee is given up to 6 months to acquire the required new or greater skills (new).

Job Security: No lay-off of full-time employees due to reassignment of duties to part-time employees. The use of volunteers not to be extended beyond existing practice as of June 1, 1986 (new).

PERSONAL SERVICES

Toronto Hotel Employers Association (a non-incorporated voluntary employer association) representing Delta Chelsea Inn, Hampton Court Hotel, Hotel Plaza II, Inn on the Park, Loews Westbury Hotel Limited, Prince Hotel, Ramada Inn-Don Valley, Ramada Inn-Downtown, Sheraton Centre and Westin Hotel - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1987 to January 31, 1990, covering 3,479 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Feb. 1/87</u>	<u>Feb. 1/88</u>	<u>Feb. 1/89</u>
	General Increases	4.5%	4.5%	5%
	Waiter/Waitress	\$5.08 (\$4.86)	\$5.31	\$5.57
	Station Chef	\$9.99 (\$9.56)	\$10.44	\$10.96

Health and Welfare: Weekly Indemnity - 66 2/3% of regular earnings, payable on a 1-3-15 basis. (Previously, full pay beginning on fourth day of sickness/accident to a maximum 8 days per year.)

Pension Plan: Effective May 1, 1989, employer and employee each contribute 10¢ (5¢) per hour worked.

LOCAL ADMINISTRATION

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC)
 (inside and outside employees): Two 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 day.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Dec. 31/87</u>
General Increases		4.5%	.25%
<u>Inside Employees</u>			
<u>Weekly Rates</u>			
35 hours per week			
Clerk-Grade 1 (includes Clerk-Typist)		\$331.10-\$407.40 (\$316.75-\$389.90)	\$331.80-\$408.45
Technician-Grade 6 (Survey Party Chief)		\$567.70-\$642.60 (\$543.20-\$614.95)	\$569.10-\$644.35
<u>Outside Employees</u>			
Labourer-Litter Picker		\$12.00 (\$11.48)	\$12.03
Labourer-Surface		\$12.31 (\$11.78)	\$12.34
Carpenter		\$15.09 (\$14.44)	\$15.13
Automotive Mechanic		\$17.49 (\$16.74)	\$17.53
Effective		<u>Jan. 1/88</u>	<u>Dec. 31/88</u>
General Increases		4%	.5%
<u>Inside Employees</u>			
Clerk-Grade 1		\$345.10-\$424.90	\$346.85-\$427.00
Technician-Grade 6		\$591.85-\$670.25	\$594.65-\$673.75
<u>Outside Employees</u>			
Labourer-Litter Picker		\$12.51	\$12.57
Labourer-Surface		\$12.83	\$12.89
Carpenter		\$15.74	\$15.82
Automotive Mechanic		\$18.23	\$18.32

Shift Premium: 0-45¢-45¢ (0-42¢-42¢). Effective January 1, 1988, 0-47¢-47¢.

Weekend Premium: 45¢ (42¢) per hour worked in addition to applicable shift premium. Effective January 1, 1988, 47¢.

Paid Vacation: 4 (3) weeks after 9 years of service. Effective January 1, 1988, 5 (4) weeks after 17 years.

Health and Welfare: Life Insurance for Early Retirees - Effective January 1, 1988, retired employee now has option of continued group life coverage to age 65, with maximum benefit of \$75,000, paid 25% by employer (new), or \$2,500 paid up policy, paid 100% by employer (unchanged).

Long Term Disability - Effective March 23, 1987, maximum monthly benefit is 75% of earnings (previously, \$2,000).

Vision Care - Effective January 1, 1988, maximum claim is \$125 (\$100) every 2 years.

Benefits of Continuation - Health and Welfare coverage continues while employee is on maternity leave (new).

Uniform Cleaning Allowance: \$50 (\$35) annually.

Meal Allowance: Effective March 23, 1987, \$5 (\$4.75) after 2 hours of overtime with less than one day's notice. Effective January 1, 1988, \$5.50.

Tool Allowance: \$150 (\$125) per year. Effective January 1, 1988, \$180.

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 274 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	4.25%
	Additional Adjustments	Some classifications added
	Labourer	\$11.40 (\$10.94)
	Licensed Mechanic	\$14.16 (\$13.58)

Annual Rates

Fire Hall Dispatcher	\$17,343-\$20,460 (\$15,923-\$18,504)
Contract Inspector	\$27,821-\$32,676 (\$26,687-\$31,343)

Maximum rates for Fire Hall Dispatcher and Contract Inspector are reached after 2 (4) annual increases.

Hours of Work: Extended hours for hourly rated employees of the Parks and Recreation, Public Works and Sign Crew areas.

Overtime Pay: Time off in lieu to a maximum 80 (40) hours. Extra hours paid at overtime rates.

Paid Vacation: 6 weeks after 24 (25) years of service.

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Mileage Allowance: Effective April 1, 1987, 28¢ per km. for the first 4,000 km., 24¢ per km. for the next 6,700 km., 22.5¢ per km. for the next 13,300 km. and 18.5¢ per km. over 24,000 km. (Previously, 24¢ per km. regardless of distance driven.)

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC)
(inside, outside and dental hygiene employees): Three 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 1,311 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increase	4.5%	
	Equity Adjustments		30¢-54¢ per hour for certain classifications, \$14.56 per week for School Health Assistant and \$9.56-\$11.69 per week for inside wage groups 1-7

Outside Employees

Wage Group 2 (Labourer-Regular)	\$12.29 (\$11.76)	\$12.29
Wage Group 20 (Automotive Mechanic)	\$15.89 (\$15.21)	\$15.89

Inside Employees

Weekly Rates

35 hours per week
0-3 years

Wage Group 3 (includes Clerk Typist)	\$386.02-\$432.94 (\$369.40-\$414.30)	\$396.17-\$443.09
Wage Group 20 (includes Civil Technologist Grade 4)	\$709.96-\$802.13 (\$679.39-\$767.59)	\$709.96-\$802.13

Effective	<u>Sept. 30/87</u>	<u>Jan. 1/88</u>
General Increase		4%*
Additional Adjustments	5¢-34¢ for outside employees	wage parity adjustments**

Outside Employees

Wage Group 2	\$12.34	\$12.83
Wage Group 20	\$16.09	\$16.73
	<u>Sept. 30/87</u>	<u>Jan. 1/88</u>

Inside Employees

Wage Group 3	\$396.17-\$443.09	\$412.02-\$460.81
Wage Group 20	\$709.96-\$802.13	\$738.36-\$834.22

* Conditional Wage Reopener if the Consumer Price Index increases by more than 5.5% above the December 1987 index.

** A joint wage comparability committee will compare wage rates for North York City with those of other Metro Municipalities. Committee recommendation to be effective January 1, 1988.

Maximum rates for Clerk Typist and Civil Technologist Grade 4 are reached after 3 annual increases.

Bereavement
Leave:

Effective April 1, 1987, 1 day's paid leave upon death of grandchild (new). Effective January 1, 1988, 2 days.

Health and
Welfare:

Long Term Disability - Effective January 1, 1988, maximum benefit is \$3,500 (\$2,500) per month.

Vision Care - Effective July 1, 1987, maximum claim is \$100 (\$50) per family member every 2 years.

Dental Plan - Effective July 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective July 1, 1988, the 1988 O.D.A. fee schedule.

Mileage Allowance: 26¢ (25¢) per kilometre. Effective July 1, 1987, 27¢. Effective January 1, 1988, 29¢.

Tool Allowance: \$15 (\$10) per month.

Scarborough City Corporation - Local 368, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 575 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.5%	4%*
	Group 4 (includes Labourer)	\$12.36 (\$11.83)	\$12.85
	Group 41 (includes Licensed Mechanic)	\$15.80 (\$15.12)	\$16.43
	* Conditional Wage Reopener if the Consumer Price Index increases by more than 5.5% above the December 1987 index.		
Paid Vacation:	Effective January 1, 1988, 5 weeks after 17 (18) years of service.		
Bereavement Leave:	Maximum 3 days' paid leave upon death of grandchild (new).		
Paid Maternity Leave (new):	Maximum 15 weeks at the difference between 75% of regular salary and UIC benefit.		
Citizenship Hearing Leave:	Eligible employee receives 1 day's paid leave for up to 2 (1) occasions.		
Health and Welfare:	<u>Life Insurance for Early Retirees</u> - Retired employee now has option of continued group life coverage to age 65 with premium paid 25% by employer (new), or \$2,000 (\$1,000) paid up policy, paid 100% by employer (unchanged). <u>Long Term Disability</u> - Maximum benefit is \$2,100 (\$2,000) per month. Effective January 1, 1988, \$2,300. Effective April 1, 1987, employer pays 50% (25%) of premium costs for OHIP and Extended Health Care for employee on Long Term Disability for a maximum of 2 years. <u>Vision Care</u> - Effective April 1, 1987, maximum claim is \$125 (\$100) every 2 years. <u>Dental Plan</u> - Effective January 1, 1988, maximum lifetime orthodontic benefit is \$2,000 (\$1,000) per family member. <u>Continuation of Benefits for Early Retirees (new)</u> - Employer pays 50% of premium costs for OHIP, Extended Health Care including Drug and Vision Care for employees who retire on or after January 1, 1987. Coverage continues until employee reaches age 65.		
Mileage Allowance:	28¢ (24¢) per kilometre.		
Tool Allowance:	\$180 (\$150) per year.		
<u>Scarborough City Corporation - Local 545, Canadian Union of Public Employees (CLC) (inside employees):</u> A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.			

Wages:	Effective	Jan. 1/87	Jan. 1/88
	General Increases	4.5%	4%*
	Group 2 (includes Junior Records Clerk-in-training)	\$15,643.42-\$16,817.37 (\$14,969.78-\$16,093.18)	\$16,269.16-\$17,490.07
	Group 18 (includes Technical Planner-Works)	\$35,456.77-\$43,921.48 (\$33,929.92-\$42,030.12)	\$36,875.04-\$45,678.34

Maximum rate for Junior Records Clerk-in-training is reached after 18 months, and for Technical Planner after 54 months.

* Conditional Wage Reopener if the Consumer Price Index increases by more than 5.5% above the December 1987 index.

Paid Vacation: Effective January 1, 1988, 5 weeks after 17 (18) years of service.

Health and Welfare: Long Term Disability - Maximum benefit is \$2,900 (\$2,750) per month. Effective January 1, 1988, \$3,000.

Other changes to Health and Welfare benefits are the same as for Scarborough outside employees reported above.

York City Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC) (outside employees):
A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/87
	General Increase	4.5%*
	Labourer	\$12.30 (\$11.77)
	Machinist	\$15.47 (\$14.80)

* A joint wage comparability committee will compare wage rates for York City with those of other Metro Municipalities. Committee recommendation to be made retroactive to January 1, 1987.

Night Shift Premium: 45¢ (42¢) on weekdays and 90¢ (84¢) on weekends.

Health and Welfare: Life Insurance for Early Retirees - Employer pays 25% of premium costs to age 65 for coverage equal to two times annual salary (new).

Long Term Disability - Maximum monthly benefit is 75% of the highest salary rate in the collective agreement. (Previously, 75% of \$2,000).

Vision Care - Maximum claim is \$100 (\$75) every 2 years.

Dental Plan - Maximum lifetime orthodontic benefit is \$2,000 (\$1,000).

Continuation of Benefits for Early Retirees - Employer pays 50% (33 1/3%) of premium costs of OHIP, Semi-Private and Extended Health to age 65.

Addenda

December 1986 Settlement

TRANSPORTATION

Hudson Aviation Services (Toronto) Inc. at Mississauga - Local 2413, Machinists (AFL-CIO/CLC) (full-time and part-time employees): A 27-month renewal agreement effective from October 1, 1986 to December 31, 1988, covering 730 employees, settled at the bargaining stage and ratified in December 1986. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Nov. 1/87</u>
	General Increases	4.7%	4.7%
	Cargo Agent	\$5.81-\$10.83 (\$5.55-\$10.34)	\$6.08-\$11.34
	Licensed Aircraft Mechanic II	\$9.97-\$12.91 (\$9.52-\$12.33)	\$10.44-\$13.52
	Licensed Aircraft Mechanic I (new)	\$13.61	\$14.25

Maximum rate for Cargo Agent is reached after 42 months and for Licensed Aircraft Mechanic II after 36 months.

Health and Welfare: Dental Plan - Effective November 1, 1987, coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.

January 1987 Settlement

PRIMARY METAL

Algoods Division of Aluminum Company of Canada, Ltd at Toronto - Local 2858, United Steelworkers (AFL-CIO/CLC): A 25-month renewal agreement effective from January 24, 1987* to February 23, 1989, with wages retroactive to August 24, 1986, covering 340 employees, settled with mediation assistance during a work stoppage and ratified in January 1987. Duration of negotiations - 6 months.

* Previous agreement expired August 23, 1986.

Wages:	Effective	<u>Aug. 24/86</u>	<u>Jan. 24/87</u>	<u>Aug. 24/87</u>
	General Increases	5%		5%
	Skilled Trades Adjustments	30¢	20¢	30¢
	Service Labourer	\$11.81 (\$11.25)	\$11.81	\$12.40
	Electronic Electrician	\$13.84 (\$12.87)	\$14.04	\$15.06
Hours of Work:	Average 40 hours' pay for an average 36 hours of work when extended operations work schedule is implemented (new).			
Shift Premium:	0-40¢-45¢ (0-35¢-40¢). Effective February 23, 1988, 0-45¢-50¢.			
Relief Premium:	20¢ (15¢) per hour.			
Meal Allowance:	\$4 (\$3.50) after 2 hours of overtime.			
Safety Shoe Allowance:	\$50 (\$45) per year. Effective February 23, 1988, \$55.			

February 1987 Settlements

TRANSPORTATION EQUIPMENT

Lear Siegler Industries Ltd. at Whitby, Local 222, Canadian Auto Workers (CLC): A 12-month first agreement effective from January 1, 1987 to December 31, 1987, covering 220 employees, settled with mediation assistance and ratified in February 1987. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 9/87</u>	<u>May 1/87</u>	<u>Aug. 1/87</u>
	General Increases	60¢	40¢	10¢
	Front Line Assembler (Repairman, Utilities, etc.)	\$10.60 (\$10.00)	\$11.00	\$11.10
Lum Sum Settlement Payment:	\$200.			
Shift Premium:	35¢ per hour.			
Paid Holidays:	13 (10) days.			
Bereavement Leave:	Coverage extended to include additional family members.			
Health and Welfare:	<u>OHIP</u> - Employer pays 50% of premium costs after 40-day probationary period, and 100% after 1 year of service (previously, 50% after 3 months of service.)			

Life Insurance - Employer pays 100% of premium costs. Benefit is \$7,500 (\$2,000).

Dental Plan (new) - Effective July 1, 1987, employer pays 100% of premium costs of Greenshield basic plan with 80%-20% co-insurance. Coverage is based on the 1985 Ontario Dental Association fee schedule.

Weekly Indemnity - Employer pays 100% of premium costs. Benefit is 2/3 of earnings, payable on a 2-2-5-15 basis.

Major Medical - Annual deductibles of \$50 for single coverage and \$75 for family coverage, with 80%-10% co-insurance.

Drug Plan - Greenshield Plan #7, with 35¢ deductible.

Pension Plan: Basic Benefit - \$6 (\$5.50) per month per year of service.

Safety Shoe Allowance: Employer pays 40% of cost for eligible employees.

Education Fund: Employer contributes \$1,300 lump sum payment to union fund.

RETAIL TRADE

Willett Foods Inc., 57 Mr. Grocer Franchisees* at various centres across Ontario - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time retail store employees): A 36-month first agreement effective from February 1, 1987 to January 31, 1990, covering 1,800 employees.

* Includes former Dominion Stores converted to Mr. Grocer franchises.

Wages:	Effective	<u>Feb. 1/87</u>	<u>Jan. 4/88</u>	<u>Jan. 2/89*</u>
	Increases			
	Full-time		25¢-50¢	25-50¢
	Part-time		0-50¢	0-50¢
	<u>Full-Time Employees</u>			
	Meat Manager	\$12.50	\$13.00	\$13.50
	Cashier 0-24 months	\$4.75-\$8.00	\$5.00-\$8.50	\$5.25-\$9.00
	<u>Part-Time Employees</u>			
	0-48 months	\$4.50-\$6.50	\$4.50-\$7.00	\$4.50-\$7.50

* Effective January 4, 1989 for part-time employees.

Hours of Work: Full-Time Employees - 8 hours per day and 40 hours per week.
Part-time Employees - Maximum 24 hours per week.

Paid Rest Periods: Full-Time Employees - 15-minute paid rest period in each completed half-shift.

Part-Time Employees - 15-minute paid rest period for each 4 hour period worked.

Overtime Pay: Time and one-half after 8 hours per day and 40 hours per week and double time for all hours worked on Sundays and Statutory Holidays.

Paid Vacation: 3 weeks after 6 years of service.

Bereavement Leave: Maximum 3 days' paid leave for full-time employee and 1 day's paid leave for part-time employees upon death of a parent, parent-in-law, spouse, child, brother, sister, grandparent, brother/sister/son/daughter-in-law or grandchild.

Health and Welfare (full-time): Employer pays 100% of premium costs for OHIP, Semi-Private Hospitalization and benefits listed below.

Life Insurance and A. D. & D. - Benefit is 2 times annual salary to a maximum \$100,000.

Life Insurance for Retirees - Benefit is \$3,500 or 10% of pre-retirement life insurance, whichever is greater. Effective January 1, 1988, \$4,000.

Weekly Indemnity - Benefit is 75% of regular earnings for a maximum of 15 weeks, payable on the fourth working day of absence.

Major Medical - Maximum \$13 per day for convalescent/chronic care. Maximum \$25 per one-way trip for ambulance.

Drug Plan - Annual deductibles of \$10 for single coverage and \$20 for family coverage. Maximum claim is \$3,000 every 3 years.

Vision Care - Maximum claim is \$80 every 24 months.

PERSONAL SERVICES

Commonwealth Holiday Inns of Canada Limited, Holiday Inn of Toronto-Downtown - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1987 to December 31, 1989, with wages retroactive to December 27, 1986, covering 290 employees, settled at the bargaining stage and ratified in February 1987. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Dec. 27/86</u>	<u>Dec. 26/87</u>	<u>Jan. 7/89</u>
	Increases	24¢-43¢	20¢-36¢	20¢-38¢
	Server (Waiter/Waitress)	\$5.10 (\$4.86)	\$5.30	\$5.50
	Guest Room Attendant (Maid)	\$7.10 (\$6.75)	\$7.40	\$7.70
	1st Cook	\$9.09 (\$8.66)	\$9.45	\$9.83

Shift Premium
(new): 25¢ per hour for shifts beginning after 10:30 p.m.

Pay for Work on
Paid Holidays: Time and one-half (straight time) for all hours worked on New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
APRIL 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER



Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	97
April 1987 Settlements	
Food and Beverage	100
Textile	104
Metal Fabricating	106
Transportation Equipment	107
Electrical Products	110
Chemical and Chemical Products	112
Transportation	113
Electric Power, Gas and Water Utilities	114
Retail Trade	115
Education and Related Services	116
Health and Welfare Services	123
Provincial Administration	124
Local Administration	127
Construction	132
Addenda	
January 1987 Settlement	133
February 1987 Settlement	134
March 1987 Settlements	134

Highlights

Public Schools

About 3,530 teachers were covered by agreements settled in April by the Federation of Women Teachers and the Public School Teachers' Federation, that included the following terms:

- For 250 teachers in Dufferin County: wage increases of 5.7 percent in the first year and 4.7 percent in the second year; a new dental plan, with 75 percent of the premium costs paid by the school board; a \$5,000 increase in the education fund, to \$15,000; a \$2,000 increase in the professional development fund; and a limit on sick leave retirement gratuity, calculated at 50 percent of average earnings in the last five years before retirement. The new agreement will run to August 31, 1988.
- For 385 teachers in Huron County: wage increases of 4.5 percent in the first year and 4.48 percent in the second year; upgrading of the dental plan benefit fee schedule; and a 3 percent increase in the professional development fund. The new agreement will run to August 31, 1988.
- For 2,895 teachers of the Peel Board of Education: wage increases of 3.7 percent, 4 percent and 5 percent in the respective years of the agreement; a \$25 increase in the professional development fund to \$125 a teacher; and termination of long-term professional development leaves after September 1988. The new agreement will run to August 31, 1989.

The Canadian Public Employees union settled with the Hastings County, Lincoln County, Niagara South and York Region Boards of Education for 1,390 employees covered by five agreements. Terms of the settlements included:

- For 400 employees of the Hastings County Board: a 5 percent wage increase and a \$10,000 increase in life insurance coverage to \$35,000, in two one-year agreements running to April 18, 1988 and June 30, 1988.
- For 212 employees of the Lincoln County Board: wage increases averaging 5.2 percent in the first year and 4.8 percent in the second year; a one year reduction in the service requirement for 5 weeks' vacation, to 17 years; a 3 year reduction in the service requirement for 6 weeks' vacation, to 25 years; 2 paid personal days to be taken during the Christmas holidays; a \$20 increase in the maximum vision care benefit, to \$200 every 2 years; and upgrading of the dental plan benefit fee schedule. The new agreement will run to December 31, 1988.
- For 404 employees of the Niagara South Board: a 4.5 percent wage increase in the first and second years of the agreement; a 5 cent increase in shift premiums, to 30 cents an hour for the second shift and 35 cents for the second shift; a one year reduction in the service requirement for 6 weeks' vacation, to 27 years; a \$120 increase in the maximum vision care benefit, to \$120 every 2 years; and upgrading of the dental plan benefit fee schedule. The new agreement will run to December 31, 1988.

- For 378 employees of the York Region Board: wage increases averaging 5.1 percent in the first year and 5.8 percent in the second year; a 5 cent increase in shift premiums, to 35 cents an hour for the second shift and 45 cents for the third shift, introduction of semi-private hospital benefits, with the premium costs fully paid by the Board; a \$50 increase in the maximum vision care benefit, to \$150 every 2 years; and updating of the dental plan benefit fee schedule. The new agreement will run to December 31, 1988.

Ontario Public Service

Wage settlements were reached for 22,130 Ontario public service employees in the following categories:

- For 5,970 administrative services employees: general wage increases of \$9.80 a week plus 2.66 percent for 1987, averaging 4.17 percent; and additional adjustments of 3 percent for fire services investigators 1 and 2 and property assessors 3, and 4 percent for instructors 1 and 2 at the Ontario Fire College.
- For 3,620 general operational services employees: general wage increases of 1.97 percent plus 23 cents an hour for 1987, averaging 4.18 percent; and additional adjustments of 10 to 30 cents an hour for agricultural workers 1, cooks 1-3, and laboratory attendants 1 and 3.
- For 4,320 scientific and professional services employees: a general wage increase of 4.172 percent for 1987; and additional adjustments of 2 percent for social workers 1 and 2 and several classes of nurses, and 4 percent for pharmacists, audiologists, speech therapists, and occupational therapists 1-3.
- For 4,870 technical services employees: general wage increases of 1.8 percent plus \$13.20 a week for 1987, averaging 4.15 percent; and additional adjustments of 3 percent for chemical laboratory technicians 1-5 and 2 percent for five other classes of technicians.
- For 3,350 correctional services employees: wage increases of 5 percent for 1986 and 4.5 percent for 1987 determined by arbitration.

Index to Settlements Reported, April 1987

Employer and Location	Union	Page
Allied Automotive, Bendix Electronics Ltd. Div., Chatham	Cdn. Auto Workers (CLC)	107
AMCA International Ltd., Dominion Bridge - Ontario, Mount Dennis Plant, Toronto	United Steelworkers	106
Burlington Canada Inc., Bramalea	Labourers (AFL-CIO)	104
Consumers Distributing Co. Ltd., Mississauga and other southern Ont. centres	Teamsters (Ind.) (warehouse empls. and drivers)	115
Corah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	134
Dayton-Walther Canada Ltd., Guelph	United Steelworkers (AFL-CIO/CLC)	109
Du Pont Canada Inc., Maitland	Energy and Chemical Workers (CLC)	112
Dufferin County Board of Education, Orangeville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	116
Durham Regional Municipality, Works Department, Whitby	CUPE (CLC)	127
Federal Pioneer Ltd., Bramalea	Communications-Electrical Workers (CLC)	111
Hamilton City Corp. and Hamilton-Wentworth Regional Municipality, Hamilton	CUPE (CLC) (inside empls.)	128
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Police Assn. (Ind.)	129
Hand Assn. of Sewer, Watermain and Road Contractors, OLRB Areas 5 and 26	Labourers (AFL-CIO)	132
Hastings County Board of Education, Belleville	CUPE (CLC) (custodial and maintenance empls., bus and truck drivers and teachers assistants, clerical and technical empls.)	117
Hospital for Sick Children, Toronto	CUPE (CLC) (full-time service empls.)	123
Huron County Board of Education, Clinton	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	118
Kellogg Salada Canada Inc., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	103

Index to Settlements Reported, April 1987

Employer and Location	Union	Page
Lincoln County Board of Education, St. Catharines	CUPE (CLC) (office and technical empls.)	119
London City Corp.	CUPE (CLC) (inside empls.)	130
Niagara Falls City Corp.	CUPE (CLC) (inside and outside empls.)	131
Niagara South Board of Education, Welland	CUPE (CLC) (full-time and part-time maintenance, service and plant operations empls.)	120
Niagara South Board of Education, Welland	Ont. Public School Teachers' Fed. (occasional teachers)	133
North York City Hydro Electric Commission	CUPE (CLC) (inside and outside empls.)	114
Omstead Foods Ltd., Wheatley	Food and Commercial Workers (AFL-CIO/CLC)	102
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	124
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (correctional services category)	125
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	125
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	126
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (technical services category)	126
Ontario Northland Railway	Associated Railway Unions	113
Peel Board of Education, Mississauga	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	120
Philips Electronics Ltd., Scarborough	Electrical Workers (IBEW) (AFL-CIO/CFL)	110
Scarborough Public Library Board	CUPE (CLC)	122
Textile Rental Institute of Ont., Industrial and Commercial Div., Toronto, Stoney Creek and Mississauga	Textile Processors (Ind.)	135

Index to Settlements Reported, April 1987

Employer and Location	Union	Page
Thomas J. Lipton Inc., Black Diamond Cheese Div., Belleville	Energy and Chemical Workers (CLC)	101
Transelectrix Technology Inc., Guelph	Electrical Workers (UE) (CLC)	111
TRW Canada Ltd., Vehicle Safety Systems Div., Penetanguishene	Clothing and Textile Workers (AFL-CIO/CLC)	105
Unox, Shopsy's Foods a Div. Thomas J. Lipton, Mississauga	Food and Commercial Workers (AFL-CIO/CLC)	100
VIA Rail Canada Inc.	Railway Carmen (AFL-CIO/CLC)	134
Weston Bakeries Ltd., Dupont Plant, Toronto	Teamsters (Ind.)	103
Wickes Manufacturing Co., Windsor Bumper Div., Windsor	Cdn. Auto Workers	107
York Region Board of Education, Aurora	CUPE (CLC)	121
Z and W Foods Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	100

FOOD AND BEVERAGE

Unox, Shopsy's Foods a Division of Thomas J. Lipton at Mississauga - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 15, 1987 to January 14, 1989, covering 231 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 15/87</u>	<u>Jan. 15/88</u>
	Increases	50¢*	52¢
	Light General Labour	\$12.42 (\$11.92)	\$12.94
	Electrician	\$15.22 (\$14.72)	\$15.74

* No increase for Ham Boner, now classified as Trimmer, with wages frozen until January 15, 1988.

Start Rates - Effective April 26, 1987, new hires except Maintenance employees, receive 80% of job rate, progressing by 5% every 6 months to job rate. (Previously, \$1 less than job rate.)

Hours of Work: Individual starting time may be adjusted up to one and one-half hours earlier or one hour later as required. (Previously, 1 hour earlier.)

Early Start Premium (new): 50¢ per hour for all hours worked before 5:30 a.m. when starting early.

Acting Pay (new): Employee required to work at a higher paid classification receives the higher pay rate after 4 hours worked.

Health and Welfare: Life Insurance - Effective May 1, 1987, benefit is \$12,000 (\$10,000).

Weekly Indemnity - Benefit is extended to 39 (26) weeks for employee with 25 or more years of service. Effective January 15, 1988, 20 or more years of service.

Dental Plan - Employer contributes 18¢ (16¢) per regular hour worked to the Dental Benefit Trust Fund. Effective January 15, 1987, 20¢.

Pension Plan (Full-time): Employer Contribution - 23¢ (20¢) per hour worked. Effective January 15, 1988, 25¢.

Z and W Foods Limited at Toronto - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1986 to December 1, 1988, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/86*</u>	<u>Nov. 30/87</u>
	Increases	10¢-20¢	30¢

	<u>Dec. 1/86*</u>	<u>Nov. 30/87</u>
Additional Adjustments	Spice Batcher, Quality Assurance Employee, and 3 lead-hand classifications added	15¢ for Quality Assurance Employee
Packer	\$11.41-\$12.06 (\$11.31-\$11.86)	\$11.71-\$12.36
Skilled Mechanic	\$13.54-\$14.58 (\$13.44-\$14.38)	\$13.84-\$14.88

* Wages are retroactive to December 1, 1986 for those actively employed as of April 26, 1987.

Maximum rates are reached after one year.

Lump Sum Payment: Active employees as of April 26, 1987, receive the equivalent of 4¢ per overtime hour worked between January 6 and July 24, 1986 and the equivalent of 4¢ per straight-time hour worked between July 24, 1986 and December 1, 1986.

Weiner-Peeler Premium (new): Effective April 26, 1987, 25¢ per hour.

Bereavement Leave: 3 (2) days' paid leave upon death of sister/brother-in-law, grandparent or grandchild.

Health and Welfare: Vision Care - Effective April 26, 1987, maximum claim is \$100 (\$80) every 2 years per family member.

Pension Plan: Employer Contribution - 30¢ (26¢) per hour was negotiated during previous agreement to correspond with general contributions to the Canadian Commercial Workers Industry Pension Plan (U.F.C.W.) for current service.

Basic Benefit - Effective January 1, 1987, \$21 (\$15) per month per year of past service.

Thomas J. Lipton Inc., Black Diamond Cheese Division, previously Brooke Bond Inc., at Belleville - Local 555, Energy and Chemical Workers (CLC): A 12-month renewal agreement effective from March 1, 1987 to February 29, 1988, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/87</u>
	General Increase	45¢
	Class 1 (includes Cafeteria Help)	\$11.32 (\$10.87)
	Electrician Maintenance Mechanic	\$12.80 (\$12.35)

Cost of Living Allowance: 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100, using the March 1987 index as the base. Triggered at 5% and folded into wages in February 1988. (Basic formula is unchanged. Formula did not trigger.)

Safety Shoe Allowance: \$70 (\$65) per year.

Tool Allowance: \$100 (\$50) per year for designated employees.

Omstead Foods Limited at Wheatley - Local 459, Food and Commercial Workers (AFL-CIO/CLC)*: A 23-month renewal agreement effective from April 25, 1987** to March 31, 1989, covering 500 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

* Previously, Local 880, Teamsters (Ind.).

** Previous agreement expired December 31, 1986.

Wages:	Effective	<u>Apr. 25/87</u>	<u>Apr. 1/88</u>
COLA Fold-in		11¢	
Increases			
Full-time employees		30¢	30¢
Seasonal employees			
Light General Worker		20¢	20¢
General Worker		5¢	5¢
Skilled Trades Adjustment		8¢	
Additional Adjustments	Some classifica-		
	tion adjustments		
	<u>Full-time employees</u>		
General Worker		\$12.07 (\$11.66)	\$12.37
"A" Class Refrigeration		\$14.17 (\$13.68)	\$14.47

Cost of Living Allowance: 1¢ per 0.5 point change in the Consumer Price Index - 1981=100, using the March 1987 index as the base. Adjusted semi-annually. (Basic formula is unchanged.)

Line Operator Premium: 75¢ (20¢) per hour. Effective April 1, 1988, \$1.05.

Health and Welfare: Dental Plan - Effective May 1, 1987, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective April 1, 1988, the 1985 O.D.A. fee schedule.

Pension Plan (new): Effective July 1, 1987, employer contributes 10¢ per non-overtime hour worked to a maximum \$4 per week to union fund.

Safety Shoe Allowance: \$45 (\$30) per year for designated employees.

Weston Bakeries Limited, Dupont Plant at Toronto - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	65¢	65¢
	Production Help	\$13.57 (\$12.92)	\$14.22
	Maintenance Mechanic A	\$15.91 (\$15.26)	\$16.56

Shift Premium: Effective September 1, 1987, 70¢ (65) per hour.

Health and Welfare: Long Term Disability - Effective January 1, 1988, benefit is \$625 (\$526) per month.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Severance Pay: In the event of plant closure, 1 week's pay for each year of service to a maximum of 26 weeks for employee with 4 or more years of service. (Previously, 3 weeks' pay after 4 years of service plus a further 3 weeks' pay for each additional 4 years of service to a maximum 15 weeks' pay.)

Kellogg Salada Canada Inc. at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 29, 1987 to April 1, 1989, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 29/87</u>	<u>Mar. 27/88</u>
	General Increases	55¢	50¢
	Skilled Trades Adjustment	10¢	
	Classification Adjustments	Extensive Reclas- sifications including some upgrading adjust- ments. An Appren- tice Progression Rate schedule is added.	

	<u>Mar. 29/87</u>	<u>Mar. 27/88</u>
Category 1 (Packer)	\$10.80 (\$10.25)	\$11.30
Category 18 (16) (includes Electrician)	\$15.91 (\$15.26)	\$16.41
Shift Premium:	0-35¢-42¢ (0-31¢-39¢).	
Paid Vacation:	4 weeks after 11 (12) years of service and 5 weeks after 19 (20) years.	
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$5,000 (\$4,000) per year of service to a maximum of \$21,000 (\$20,000). Effective March 27, 1988, \$6,000 per year of service to a maximum of \$22,000.</p> <p><u>Weekly Indemnity</u> - Benefit is 66 2/3% of straight-time earnings to the UIC maximum. (Previously, to a maximum of \$285 or the UIC maximum, whichever was greater.)</p> <p><u>Dental Plan</u> - Effective May 4, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective March 27, 1988, the 1987 O.D.A. fee schedule.</p>	
Pension Plan:	<p><u>Basic Benefit</u> - \$15 (\$14) per month per year of service. Effective March 27, 1988, \$16.</p>	
Meal Allowance:	\$3.75 (\$3.50) after 2 hours of overtime. Effective March 27, 1988, \$4.	
Safety Shoe Allowance:	Maximum \$50 (\$40) for the first pair and \$20 (unchanged) for the second pair, if needed.	

TEXTILE

Burlington Canada Inc. at Bramalea - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Effective		
General Increases	4.5%	4.5%
Additional Adjustments	Some job class adjustments averaging 10¢	
Oiler-Spinning Unskilled	\$8.99 (\$8.60)	\$9.40
Millwright	\$14.59 (\$13.96)	\$15.25

The following changes are effective April 26, 1987, unless stated otherwise.

Shift Premium: 0-30¢-34¢ (0-28¢-32¢). Effective January 1, 1988, 0-32¢-36¢.

Overtime Pay: Time and one-half for all hours worked on Saturday. (Previously, time and one-half on Saturday after 40 hours per week.)

Paid Vacation: 5 weeks after 20 years of service (new).

Health and Welfare: Dental Plan - Endodontic and periodontic services with 80%-20% co-insurance (new). Maximum annual benefit is \$750 (\$500). Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1987 O.D.A. fee schedule.

Safety Shoe Allowance: \$55 (\$45) per year. Effective January 1, 1988, \$57.50.

TRW Canada Limited, Vehicle Safety Systems Division at Penetanguishene - Local 1698, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 525 employees, settled at the post mediation bargaining stage following a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 4/87</u>	<u>Apr. 4/88</u>	<u>Apr. 4/89</u>
General Increases		75¢	40¢	35¢
Skilled Trades Adjustments		25¢ and 30¢ for Production Mechanics 2 and 1 respectively	25¢ and 30¢ for Production Mechanics 2 and 1	25¢ and 30¢ for Production Mechanics 2 and 1
Additional Adjustment		20¢ for Warehouse Clerk		
Assembler/Sewer		\$9.69 (\$8.94)	\$10.09	\$10.44
Production Mechanic 1		\$11.14 (\$10.09)	\$11.84	\$12.49

Start Rate - \$1 (50¢) below job rate for the first 45 days worked (previously for 60 calendar days).

Shift Premium: 0-20¢-25¢ (0-15¢-20¢) and 35¢ (20¢) for employees on alternating shifts. Effective April 1, 1988, 0-25¢-30¢.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$6,000 (\$5,000). Effective April 4, 1988, \$7,000. Effective April 4, 1989, \$8,000. For early retirees and disabled employees, benefit is \$2,000 (\$1,000).

Weekly Indemnity - Benefit is 60% of regular hourly earnings to UIC maximum (previously, \$150).

Dental Plan (new) - Effective July 1, 1987, employer pays 100% of premium costs for Blue Cross Plan #7. Coverage is based on the 1983 Ontario Dental Association fee schedule with 80%-20% co-insurance and a maximum claim of \$750 per person per year. Annual deductibles are \$25 and \$50 for single and family coverage respectively.

Pension Plan: Basic Benefit - \$5 per month per year of continuous service up to June 30, 1984 and \$6 (\$5) per month thereafter. Effective April 4, 1988, \$8. Effective April 4, 1989, \$9.

Meal Allowance: \$3 (\$2.50).

METAL FABRICATING

AMCA International Limited, Dominion Bridge - Ontario, Mount Dennis Plant at Toronto - Local 3390, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 16, 1987 to March 15, 1989, covering 300 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 16/87	Mar. 16/88
General Increases		40¢	40¢
Job Class Increment		31¢ (29¢)	33¢
Job Class 3 (includes Shear Helper)		\$10.76 (\$10.32)	\$11.20
Job Class 20 (Toolmaker Developer)		\$16.03 (\$15.25)	\$16.81

Cost of Living Allowance: 3 quarterly adjustments of 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using the February 1988 index as the base. Triggered at 4%. (Basic formula is unchanged. Previously, formula did not trigger.)

Shift Premium: Effective March 16, 1988, 0-45¢-55¢ (0-40¢-50¢).

Health and Welfare: Weekly Indemnity - Effective April 1, 1987, benefit is \$270 (\$260).

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$11.50 (\$11) per month per year of service as of 1975. Effective March 16, 1988, \$12.

Supplemental Benefit - \$11 (\$10.50) per month per year of service. Effective March 16, 1988, \$11.50.

Safety Shoe Allowance: Employer pays 100% (95%) of costs for metatarsal shoes only, with certain exceptions.

Wickes Manufacturing Company, Windsor Bumper Division, previously Windsor Bumper Division - A Gulf+Western Company at Windsor - Local 195, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from July 1, 1987 to June 30, 1990, covering 409 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	July 1/87	July 1/88	July 1/89
General Increases		30¢	30¢	30¢
COLA Fold-in		\$1.16		
Stockroom Attendant		\$13.27 (\$11.81)	\$13.57	\$13.87
Tool & Die Maker		\$15.81 (\$14.35)	\$16.11	\$16.41
Lump Sum Settlement Payment:	\$250 for Skilled Trades, \$200 for all other employees, and \$400 for each retiree.			
Cost of Living Allowance:	1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the March 1987 index as the base. Adjusted quarterly. (Basic formula is unchanged).			
Shift Premium:	0-30¢-35¢ (0-25¢-30¢).			
Health and Welfare:	<p><u>Life Insurance and A. D. & D.</u> - Effective July 1, 1987, benefit is \$16,000 (\$15,000). Effective July 1, 1988, \$17,000. Effective July 1, 1989, \$18,000.</p> <p><u>Weekly Indemnity</u> - Benefit is \$245 (\$225). Effective July 1, 1988, \$260. Effective July 1, 1989, \$275.</p> <p><u>Long Term Disability</u> - Effective July 1, 1988, benefit is \$600 (\$500) per month.</p> <p><u>Dental Plan</u> - Orthodontic coverage is added, with a maximum lifetime benefit of \$1,000 per family member (new).</p>			
Pension Plan:	<p><u>Basic Benefit</u> - \$14 (\$12) per month per year of service. Effective July 1, 1988, \$15. Effective July 1, 1989, \$16.</p> <p><u>Early Retirement Benefit</u> - For employee retiring on or after July 1, 1989, after age 60 or with 30 or more years of service, pension is reduced by 4.2% (6%) per year or .35% per month.</p>			
Safety Shoe Allowance:	Maximum \$40 (\$30) per year.			

TRANSPORTATION EQUIPMENT

Allied Automotive, Bendix Electronics Limited Division, previously Canadian Fram Ltd. at Chatham - Local 127, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from August 22, 1987 to August 21, 1990, covering 800 employees*, settled at the bargaining stage. Duration of negotiations - 2 months.

* Includes 150 employees currently on lay-off status.

Wages:	Effective	<u>Aug. 24/87</u>	<u>Aug. 22/88</u>	<u>Aug. 21/89</u>
COLA Fold-in		\$1.20		
General Increases Day Workers*		16¢	17¢	17¢
Skilled Trades Adjustments		14¢	3¢	3¢
Labour Grade 1 (includes Assembler)		\$14.97 (\$13.61)	\$15.14	\$15.31
Labour Grade 5 (includes Electrician)		\$17.42 (\$15.92)	\$17.62	\$18.82

* Incentive Workers receive increases sufficient to produce commensurate results.

Lump Sum
Settlement
Payment: \$750.

Cost of Living
Allowance: COLA adjustment generated in the final quarter of the previous agreement will be treated as a float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the June 1987 index as the base. Adjusted quarterly.
(Basic formula is unchanged.)

Shift Premium: 0-35¢-45¢ (0-30¢-40¢).

The following changes are effective September 1, 1987, unless stated otherwise.

Health and
Welfare: Life Insurance - Benefit is \$24,000 (\$22,000). Effective September 1, 1988, \$25,000. Effective September 1, 1989, \$26,000.

Life Insurance for Retirees - Benefit is \$4,000 (\$3,000).

A. D. & D. - Benefit is \$12,000 (\$11,000). Effective September 1, 1988, \$12,500. Effective September 1, 1989, \$13,000.

Long Term Disability - Benefit is \$1,250 (\$1,000) per month.

Extended Health Care - Maximum claim is \$1,000 (\$500) per year and \$10,000 (\$5,000) lifetime. Chiropractic benefit is \$10 (\$7) per visit.

Vision Care - Maximum claim is \$80 (\$50) every 2 years.

Hearing Aid Plan (new) - Employer pays 100% of premium costs. Maximum claim is \$300 every 3 years.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. \$1,000 (\$800) maximum lifetime coverage for orthodontics.

Survivor Transition and Bridging Benefits - \$325 (\$300) per month. Other benefits increased by \$25 per month.

Continuation of Benefits - Dental and vision care coverage continues for retirees to age 65 (new).

Pension Plan:

Basic Benefit - Effective January 1, 1988, \$20 (\$18) per month per year of service. Effective January 1, 1989, \$21. Effective January 1, 1990, \$22.

Early Retirement "30-and-out" Special Allowance - Effective January 1, 1988, \$1,205 (\$935) per month.

Current Retirees - Effective January 1, 1988, benefits increased by \$1 per month per year of service.

Special Pension Payments - Two lump sum payments payable January 1, 1989 and 1990 of \$200 for employees who retired prior to April 4, 1987. Surviving spouse receives \$120. (Previously, \$150 lump sum payment each January 1 for retirees and \$90 for surviving spouse.)

Earnings Limitation - \$9,000 (\$7,500) for "30-and-out" retirees receiving Special Allowances.

**Supplemental
Unemployment
Benefit Plan:**

Regular Weekly Benefit - \$120 (\$90).

SUB Funding - Employer contributes 0-24¢ (0-21¢) per hour worked depending on market value of trust fund assets. Effective September 1, 1988, 0-26¢. Effective September 1, 1989, 0-27¢. Maximum funding is \$950 (\$900) times number of active employees. Effective September 1, 1988, \$1,000. Effective September 1, 1989, \$1,050.

Dayton-Walther Canada Limited at Guelph - Local 4656, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1986 to December 4, 1988, covering 240 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 1/86</u>	<u>Nov. 29/87</u>
Increases			
Incentive		34¢	30¢
Non-Incentive		45¢	40¢
Skilled Trades		50¢	50¢
Adjustments			
Labourer		\$10.88 (\$10.43)	\$11.28
Electronic Electrician (new)		\$14.45	\$15.35

Lead Hand Premium:	30¢ (25¢) per hour. Effective November 29, 1987, 35¢.
Vacation Bonus:	\$95 (\$90) for each week of vacation eligibility. Effective November 29, 1987, \$100.
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$18,000 (\$17,000). Effective November 29, 1987, \$19,000. <u>Vision Care</u> - Effective November 29, 1987, maximum claim is \$150 (\$125) every 2 years.
Pension Plan:	<u>Basic Benefit</u> - \$11.50 (\$11) per month per year of future service. Effective November 29, 1987, \$12.
Meal Allowance:	Effective November 29, 1987, equivalent of 4¢ (3 1/2¢) per mile of each trip beyond a 200-mile radius.
Safety Shoe Allowance:	\$65 (\$55) per year for regular employees and \$70 (\$60) per year for furnace employees. Effective November 29, 1987, \$70 and \$75 respectively.

ELECTRICAL PRODUCTS

Philips Electronics Ltd at Scarborough - Local 1590, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 225 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	4.25%	4%
	Labour Grade 2 (includes Assembler II)	\$8.90-\$9.09 (\$8.54-\$8.72)	\$9.26-\$9.45
	Labour Grade 14 (includes Maintenance Electrician)	\$13.91-\$14.31 (\$13.34-\$13.73)	\$14.47-\$14.88
	Maximum rate for Assembler II is reached after 3 months and for Maintenance Electrician after 9 months.		
Shift Premium:	0-46¢-51¢ (0-44¢-49¢). Effective April 1, 1988, 0-48¢-53¢.		
Paid Holidays:	1 floating day is added for a total of 13 (12) days.		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective April 30, 1987, benefit is \$25,000 (\$18,000). <u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective April 1, 1988, the 1986 O.D.A. fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$8.75 (\$8) per month per year of service. Effective April 1, 1988, \$9.25.		

Safety Shoe Allowance: \$45 (\$40) per year. Effective April 1, 1988, \$50.

Federal Pioneer Limited at Bramalea - Local 564, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from December 21, 1986 to December 20, 1988, covering 253 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Dec. 21/86</u>	<u>Dec. 21/87</u>
General Increases		3%	3%
Additional Adjustments		Some classifica- tion adjustments	
Labour Grade 1 (includes Assembler)		\$10.76-\$11.02 (\$10.45-\$10.70)	\$11.08-\$11.35
Labour Grade 16 (includes Tool & Die Maker I)		\$15.59-\$15.88 (\$15.14-\$15.42)	\$16.06-\$16.36

Maximum rates are reached after two 3-month and one 6-month increases.

Cost of Living Allowance: 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, using the December 1986 index as the base. Triggered at 5% (4%) annually. Adjusted monthly. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-45¢-45¢ (0-40¢-40¢).

Group Leader Premium: 35¢ (30¢) per hour.

Paid Holidays: 1 floating day is added for a total of 13 (12) days.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$20,000 (\$15,000).

Dental Plan - Effective April 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective January 1, 1988, periodontic and endodontic Rider #1 is added (new).

Pension Plan: Employer Contribution - 33¢ (30¢) per hour. Effective December 21, 1987, 35¢.

Safety Shoe Allowance: \$45 (\$43) per year. Effective December 21, 1987, \$48.

Transelectrix Technology Inc., previously Canadian General Electric Company Ltd. at Guelph - Local 541, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 231 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	Increases	20¢-38¢	6¢
	COLA Fold-in	28¢	
	Light Assembly	\$11.387 (\$10.907)	\$11.447
	Tool & Die Maker	\$14.708 (\$14.078)	\$14.768
	Effective	<u>Jan. 1/88</u>	<u>Sept. 1/88</u>
	Increases	13¢-25¢	12¢
	Light Assembly	\$11.577	\$11.697
	Tool & Die Maker	\$14.998	\$15.118
	Previous rates reflect 26¢ COLA folded in during the previous agreement.		
Cost of Living Allowance:	1¢ per 0.32 point change in the Consumer Price Index - 1971=100 between June and September 1987, to be folded into wages December 31, 1987. Three further quarterly adjustments in 1988. (Basic formula is unchanged.)		
Paid Vacation:	3 weeks after 4 (5) years of service and 5 weeks after 21 (22) years. Effective January 1, 1988, 5 weeks after 20 years.		
Bereavement Leave:	5 (3) days' paid leave upon death of immediate family member.		
Health and Welfare:	<u>Drug Plan</u> - \$25 annual deductible. (Previously, \$1 per prescription deductible.)		
	<u>Dental Plan</u> - Coverage continues to be based on the Ontario Dental Association fee schedule with a two-year lag.		
	<u>Vision Care (new)</u> - Maximum claim is \$60 every 2 years per family member.		
Pension Plan (new):	Money purchase plan is introduced with the employer contributing 7% of employees' annual earnings between January 1, 1987 and October 1, 1988.		
Safety Shoe Allowance:	\$50 (\$35) per year.		
Technological Change:	Wage rate is protected for 39 (26) weeks.		

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont Canada Inc. at Maitland - Local 28, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 7 weeks.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>
	General Increases	4%	3.8%
	Additional Adjustment	18¢ for Class "A" Trades and Controllers	
	Labourer	\$12.29 (\$11.82)	\$12.76
	Electrician 1st Class	\$16.19 (\$15.39)	\$16.80
Shift Premium:	0-46¢-62¢ (0-43¢-59¢). Effective May 1, 1988, 0-48¢-65¢.		
12-hour Night Shift Premium:	72¢ (68¢) per hour. Effective May 1, 1988, 76¢.		
Sunday Premium:	\$1.60 (\$1.55) per hour.		
Meal Allowance:	\$5.75 (\$5).		
Safety Shoe Allowance:	\$63 (\$60) for the first pair and \$31.50 (\$30) for all subsequent pairs per calendar year. Effective January 1, 1988, \$66 and \$33, respectively.		

TRANSPORTATION

Ontario Northland Railway - Associated Railway Unions*: Several 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 1,034 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

* Railway, Transport and General Workers; Maintenance of Way Employees; United Transportation Union; Railway Carmen; Machinists; and Firemen and Oilers (AFL-CIO/CLC); Railway Clerks; and Signal and Communications Union (CLC); Boilermakers; Electrical Workers (IBEW); Plumbers; and Sheet Metal Workers (AFL-CIO/CFL) and Locomotive Engineers (Ind.).

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	3%	3%
	Classified Labourer-Firemen and Oilers Union	\$11.180-\$11.640 (\$10.854-\$11.301)	\$11.515-\$11.989
	Skilled Tradesman-Locomotive and Car Departments	\$14.929 (\$14.494)	\$15.377

Maximum rate for Classified Labourer is reached after 2 years.

Student Rate - \$7.25 (70% of entry rate).

Bereavement Leave:	3 days' paid leave upon death of grandparent (new).
Health and Welfare:	OHIP - Effective May 1, 1987, employer pays \$22.50 (\$6.40) per month for single coverage and \$45 (\$12.80) per month for family coverage. <u>Life Insurance</u> - Effective May 1, 1987, benefit is \$20,000 (\$15,000).
Mileage Allowance:	Effective May 1, 1987, 16¢-28¢ per kilometre, depending on distance driven (previously, 21¢ per km, regardless of distance driven).
Job Security and Income Maintenance:	Employee with 7 or more years of service who is laid off for reasons other than technological change receives 80% of regular weekly rate, less UIC benefit, until a vacancy occurs. Pay rate is maintained if training period is required to achieve necessary qualifications or if employee fills a lower rated job (new for non-operating and running trades).

ELECTRIC POWER, GAS AND WATER UTILITIES

North York City Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 24-month renewal agreements effective from April 1, 1987 to March 31, 1989, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Apr. 1/87	Apr. 1/88
	General Increases	4.3%	4.2%
	<u>Outside Employees</u>		
	Group 8 (includes Labourer)	\$12.35-\$14.55 (\$11.84-\$13.95)	\$12.87-\$15.16
	Group 3 (includes Const. & Mtce Lineman Journeyman)	\$18.64 (\$17.87)	\$19.42
	Group 1 (includes Technical Draftsman)	\$19.89-\$20.56 (\$19.07-\$19.72)	\$20.73-\$21.42
	<u>Inside Employees</u>		
	<u>Weekly Rates</u> (35 hours per week)		
	Group 1 (File Clerk)	\$305.78-\$436.81 (\$293.17-\$418.80)	\$318.62-\$455.16
	Group 11 (Programmer Analyst)	\$714.64-\$759.51 (\$685.18-\$728.20)	\$744.65-\$791.41

Maximum rates for Labourer and Technical Draftsman are reached after 12 months, for File Clerk after 4 years and for Programmer Analyst after 3 years.

Cost of Living Allowance: 1% for each full 1% change in the Consumer Price Index - 1981=100, using the March 1988 index as the base. Triggered at 4.2% (4.25%). Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation: 3 weeks after 2 (3) years of service.

Health and Welfare: Long Term Disability Plan (new) - Employer pays 100% of premium costs. Benefit is 70% of gross earnings to a maximum of \$5,000 per month, payable after 90 days of illness or exhaustion of accumulated sick credits. No further vesting of sick credits for employees hired after April 1, 1987.

Dental Plan - Maintenance spacers for children are added to the coverage (new).

Meal Allowance: \$7.25 (\$7) after 2 hours of overtime.

RETAIL TRADE

Consumers Distributing Company Limited at Mississauga and other southern Ontario centres - Local 419, Teamsters (Ind.) (warehouse employees and drivers): A 24-month renewal agreement effective from March 1, 1987 to February 28, 1989, covering 280 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 1/87	Mar. 1/88
General Increases		70¢	55¢
General Labour		\$12.55 (\$11.85)	\$13.10
Maintenance- Qualified		\$15.50 (\$14.80)	\$16.05

Casual Employee (new) - \$9.00 per hour throughout the term of the agreement.

Mileage Rate - 20.17¢ (19.39¢) per kilometre for highway driver. Effective March 1, 1988, 20.94¢.

Shift Premium: 0-40¢-55¢ (0-35¢-50¢).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$21,000 (\$20,000). Effective March 1, 1988, \$23,000.

Vision Care - Maximum claim of \$100 every 2 years extended to include contact lenses (new).

Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective March 1, 1988, the 1987 O.D.A. fee schedule.

Pension Plan (full-time) (new): Employer Contribution - Effective March 1, 1988, one-time payment of \$60 per employee, and \$10 per month per employee thereafter, to jointly administered fund to establish a pension plan.

Meal Allowance: \$3.50 (\$3) after 3 hours of overtime. Effective March 1, 1988, \$4.

Safety Shoe Allowance: \$45 (\$40) per year. Effective March 1, 1988, \$50.

Tool Allowance: \$150 (\$100) per year for eligible employees.

Job Security (new): Maximum of 35 casual employees per day on average, in addition to casuals who are filling short-term vacancies. Maximum of 60 temporary agency staff per day on average over 90 days in peak period.

EDUCATION AND RELATED SERVICES

Dufferin County Board of Education at Orangeville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 250 employees, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 2/87</u>
	General Increases	3%	2.7%
	Teacher-Category D 0-5 years	\$16,395-\$23,137 (\$15,917-\$22,463)	\$16,838-\$23,762
	Teacher-Category A1 0-11 years	\$21,041-\$37,474 (\$20,428-\$36,383)	\$21,609-\$38,486
	Teacher-Category A4 0-11 years	\$25,437-\$46,379 (\$24,696-\$45,028)	\$26,124-\$47,631
	Principal and Co-ordinator of Education Services 0-4 years	\$53,544-\$58,302 (\$51,984-\$56,604)	\$54,990-\$59,876
	Effective	<u>Sept. 1/87</u>	<u>Dec. 31/87</u>
	Increases	3%	Average 1.7%
	Teacher-Category D	\$17,343-\$24,475	\$17,638-\$24,891
	Teacher-Category A1	\$22,257-\$39,641	\$22,914-\$40,491
	Teacher-Category A4	\$26,908-\$49,060	\$27,782-\$50,060
	Principal and Co-ordinator of Education Services	\$56,640-\$61,672	\$57,602-\$62,720

Responsibility Allowances: Increased by 3% and by a further 3% on September 1, 1987.

Master's Degree Allowance:	Increased by 3.3%.
Sick Leave Retirement Gratuity:	Maximum gratuity of 50% of average earnings of last 5 years before retirement. (Previously, no maximum.)
Health and Welfare:	<u>Dental Plan (new)</u> - Effective June 29, 1987, employer pays 75% of premium costs for plan equivalent to Blue Cross #7 with Riders #1, 2 and 4. Coverage is based on the 1986 Ontario Dental Association fee schedule.
Education Fund:	\$12,000 (\$10,000) for courses, conferences and workshops. Effective September 1, 1987, \$15,000.
Professional Development Fund:	\$9,000 (\$8,000). Effective September 1, 1987, \$10,000.

Hastings County Board of Education at Belleville - Local 1022, Canadian Union of Public Employees (CLC) (custodial and maintenance employees, bus and truck drivers, teacher assistants and office employees): Two 12-month renewal agreements effective from April 19, 1987 to April 18, 1988 for custodial/maintenance/drivers and from July 1, 1987 to June 30, 1988 for teacher assistants/office employees, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages: Maintenance/Drivers

Effective	<u>Apr. 19/87</u>
General Increase	5%
Custodian	\$10.49-\$10.97 (\$9.99-\$10.45)
Maintenance "A"	\$12.35 (\$11.76)

Maximum rate for Custodian is reached after one 3-month and 2 annual increases.

Teacher Assistants/Office

Effective	<u>July 1/87</u>
General Increase	5%
Additional Adjustment	Category 6 (Assistant Buyer) added
Category 2 (Elem. School Office Assistant) 0-3 years	\$7.81-\$8.65 (\$7.44-\$8.24)
Category 8 (7) (Out Of School Learning Technician) 0-6 years	\$13.24-\$16.23 (\$12.61-\$15.46)

Hours of Work (Custodial/Main- tenance/Drivers):	On a trial basis for the summer of 1987, 9 hours per day for 4 days per week (8 hours per day for 5 days per week) without reduction in weekly wages (new).
Paid Rest Period (Teacher Assist- ants/Office) (new):	One 15-minute paid rest period in each half shift.
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$35,000 (\$25,000).
Mileage Allowance:	1¢ per km when required to carry tools/equipment in own vehicle, or 7¢ per km when using own truck (new), in addition to basic mileage rates established by Board Policy.

Huron County Board of Education at Clinton - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 385 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Apr. 1/87</u>	<u>Sept. 1/87</u>
	General Increases	3.4% rounded to nearest \$10	1.1% rounded to nearest \$10	4.48% rounded to nearest \$10
	Additional Adjustment		Adjustment to provide for a maximum differ- ence of \$350 from secondary school grid	
	Teacher- Category D 0-6 years	\$18,100-\$24,200 (\$17,500-\$23,400)	\$18,300-\$24,470	\$19,120-\$25,570
	Teacher- Category A1 0-10 years	\$21,200-\$36,710 (\$20,500-\$35,500)	\$21,430-\$37,490	\$22,390-\$39,170
	Teacher- Category A4 0-10 years	\$25,020-\$46,940 (\$24,200-\$45,400)	\$25,300-\$47,950	\$26,430-\$50,100
Responsibility Allowances:	Principal	\$9,310 (\$9,000)	\$9,410	\$9,830
	T-R Princi- pal (new)	\$5,410	\$5,470	\$5,710
	Vice-Prin- cipal and Co-ordinator	\$5,000 (\$5,000)	\$5,000	\$5,150

Extra Degree Allowances:	Effective September 1, 1987, increased by 4%.
Professional Development Fund:	Increased by 3% effective January 1, 1987 and 1988.
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1987, the 1985 O.D.A. fee schedule. <u>Continuation of Benefits</u> - Coverage continues for employees on adoption leave (new).

Lincoln County Board of Education at St. Catharines - Local 1442, Canadian Union of Public Employees (CLC) (office and technical employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 212 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	Increases		
	Levels 1-6	50¢	50¢
	Levels 7-10	70¢	60¢
	Additional Adjustment	First step on previous wage grids deleted	
	<u>Bi-Weekly Rates</u> 35 hours per week		
	Level 2 (includes Mail Clerk)	\$625.55-\$686.91 (\$590.55-\$651.91)	\$660.55-\$721.91
	Level 10 (Assessment Counsellor-Psychometrist)	\$1,157.74-\$1,410.70 (\$1,108.74-\$1,361.70)	\$1,199.74-\$1,452.70
	Maximum rate for Mail Clerk is reached after 2 (3) annual increases and for Assessment Counsellor-Psychometrist after 4 (5) annual increases.		
Secretarial Allowances:	Up to 7 teaching areas	\$210 (\$200)	\$220
	8 to 15 teaching areas	\$365 (\$350)	\$380
	16 or more teaching areas	\$520 (\$500)	\$540
Paid Personal Days:	Ten-month employees receive 2 paid days during the Christmas holidays. (Previously, one floating paid day during the year and 2 days' unpaid leave at Christmas.)		
Paid Vacation:	6 weeks after 26 (28) years of service. Effective January 1, 1988, 5 weeks after 17 (18) years and 6 weeks after 25 years.		

Health and Welfare: Dental Plan - Effective April 22, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1987 O.D.A. fee schedule.

Vision Care - Maximum claim is \$200 (\$80) every 2 years.

Niagara South Board of Education at Welland - Local 468, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, service and plant operations employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 404 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Average Increases		4.5%	4.5%
Additional Adjustments		some classifi- cations adjusted	
Wage Level 7 (Cleaner)		\$8.75 (\$8.27)	\$9.25
Wage Level 6 (includes Caretaker)		\$11.04 (\$10.54)	\$11.56
Wage Level 1B (includes Electronic Repairman)		\$13.75 (\$12.94)	\$14.27

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: Effective January 1, 1988, 6 weeks after 27 (28) years of service.

Health and Welfare: Vision Care - Maximum claim is \$120 (\$100) every 2 years.

Dental Plan - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

Continuation of Benefits for Retirees (new) - Employer continues to pay to age 65 premium costs for life insurance with benefit equal to annual salary, OHIP, Semi-Private Hospitalization and Extended Health Care, for employees retiring under OMERS "90" factor after January 1, 1987.

Safety Shoe Allowance (new): Maximum \$45 per year.

Peel Board of Education at Mississauga - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 36-month renewal agreement effective from September 1, 1986 to August 31, 1989, covering 2,895 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases		3.7%	4%	5%
Teacher-Level 1 0-5 years		\$18,521-\$26,606 (\$17,861-\$25,657)	\$19,262-\$27,670	\$20,225-\$29,054
Teacher-Level 4 0-9 years		\$22,931-\$39,688 (\$22,113-\$38,273)	\$23,848-\$41,276	\$25,041-\$43,340
Teacher-Level 7 0-11 years		\$28,517-\$48,998 (\$27,500-\$47,250)	\$29,658-\$50,958	\$31,140-\$53,506
Vice-Principal 0-4 years		\$47,283-\$54,143 (\$45,596-\$52,211)	\$49,174-\$56,309	\$51,633-\$59,124
Co-ordinator 0-4 years		\$53,898-\$59,778 (\$51,975-\$57,645)	\$56,054-\$62,169	\$58,857-\$65,277
Principal 0-4 years		\$57,818-\$63,697 (\$55,755-\$61,425)	\$60,130-\$66,245	\$63,137-\$69,558
Responsibility Allowances:	Consultant and Resource Teacher	\$3,150 (\$3,003)		
Professional Development Fund:	Effective September 1, 1987, \$125 (\$100) per teacher. No long term professional development leaves after September 1988 (new).			

York Region Board of Education at Aurora - Local 1196, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 378 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Apr. 1/87</u>
General Increases		30¢	20¢
Matron		\$8.24-\$8.79 (\$7.94-\$8.49)	\$8.44-\$8.99
Caretaker 1		\$10.34-\$10.93 (\$10.04-\$10.63)	\$10.54-\$11.13
Maintenance 2		\$12.61-\$13.16 (\$12.31-\$12.86)	\$12.81-\$13.36
Effective		<u>Jan. 1/88</u>	<u>July 1/88</u>
General Increases		40¢	20¢
Matron		\$8.84-\$9.39	\$9.04-\$9.59

	<u>Jan. 1/88</u>	<u>July 1/88</u>
Caretaker I	\$10.94-\$11.53	\$11.14-\$11.73
Maintenance 2	\$13.21-\$13.76	\$13.41-\$13.96

Maximum rates are reached after two 6-month increases.

Shift Premium:	0-35¢-\$45¢ (0-30¢-40¢).
Lead Hand Premium:	45¢ (40¢) per hour for Lead Hand Painter.
Certificate Premium:	35¢ (30¢) per hour for 4th Class Engineer and employee holding a Ministry of Labour License.
Sick Leave:	Maximum 12 paid days chargeable to sick leave plan for personal leave (new).
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Effective May 1, 1987, employer pays 100% of premium costs (new). <u>Vision Care</u> - Effective January 1, 1988, maximum claim is \$150 (\$100) every 2 years. <u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. <u>Continuation of Benefits</u> - Employer continues to pay its share of premium costs for employees on 17-week maternity/adoption leave (new).
Safety Shoe Allowance:	\$55 (\$50) per year. New employee receives a first time allowance of \$75 (new).
Education Allowance Fund:	Effective January 1, 1988, employer contributes \$5,000 (\$4,000) to trust fund. Employee may enroll in Night School at no cost (new).
Meal Allowance:	\$7 (\$6) after 3 hours of overtime.

Scarborough Public Library Board - Local 1877, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 238 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increase	4.5%	
	Additional Adjustment		40¢ per hour for Code I Salary level and 32¢ per hour for Code II

	<u>Jan. 1/87</u>	<u>July 1/87</u>
<u>Annual Rates</u>		
Clerical Code I	\$17,032-\$20,348 (\$16,299-\$19,472)	\$17,757-\$21,079
Librarian IV	\$36,470-\$44,301 (\$34,900-\$42,393)	\$36,470-\$44,301

	<u>Jan. 1/88</u>
General Increase	4%
Clerical Code I	\$18,467-\$21,922
Librarian IV	\$37,929-\$46,073
Maximum rates are reached after 4 annual increases.	

Paid Vacation: Effective January 1, 1988, 5 weeks after 17 (18) years of service.

Bereavement Leave: 3 days' paid leave upon death of grandchild (new).

Health and Welfare: Life Insurance for Retirees (new) - Benefit is \$2,000 for employee retiring on or after January 1, 1987.

Long Term Disability - Effective May 1, 1987, maximum monthly benefit is \$3,000 (\$2,650).

Vision Care - Effective May 1, 1987, maximum claim is \$125 (\$100) every 2 years.

Dental Plan - Effective January 1, 1988, maximum lifetime orthodontic benefit is \$2,000 (\$1,000) per family member.

HEALTH AND WELFARE SERVICES

Hospital for Sick Children at Toronto - Local 2816, Canadian Union of Public Employees (CLC) (full-time service employees): A 27-month first agreement effective from June 25, 1985 to September 28, 1987, covering 630 employees, settled by arbitration. Duration of negotiations - 22 months.

Wages:	Effective	<u>Sept. 29/85</u>	<u>May/86</u>	<u>Sept. 29/86</u>
Increases			*	1.25%-5.06%
Group I (includes Housekeeping Aide)		\$9.31 (\$8.93)	\$9.69	\$10.06
Group 11 (includes R.N.A.)		\$11.17 (\$11.02)	\$11.31	\$11.45
Group 17 (includes Electronic Equipment Technician)		\$13.98 (\$13.35)	\$14.60	\$15.22

Additional Adjustments - Restructuring of wage grid in each year of the agreement, with some classification adjustments.

Hours of Work: * Effective in May 1986, hours of work reduced to 37.5 (38.75), with maintenance of weekly pay.

Shift Premium: Effective in May 1986, 35¢ (27¢) per hour for all hours between 3:30 p.m. and 7:30 a.m. Effective in April 1987, 45¢ per hour if majority of shift falls between 3 p.m. and 7 a.m.

Health and Welfare: Semi-Private Hospitalization - Effective May 1, 1987, employer pays 100% (50%) of premium costs.

Major Medical - Effective May 1, 1987, employer pays 75% (50%) of premium costs with annual deductibles of \$10 for single coverage and \$20 for family coverage.

Vision Care and Hearing Aid Plans - Effective May 1, 1987, employer pays 75% of premium costs. Maximum claim is \$60 every 2 years for vision care and \$300 lifetime (4 years) for hearing aid.

Dental Plan - Effective May 1, 1987, coverage is based on the current year's (1984) Ontario Dental Association fee schedule.

Other working conditions and benefits continue as previously. Further details not available at this time.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (administrative services category): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 5,974 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/87
General Increase \$9.80 per week
plus 2.66%

Additional Adjustments

Effective January 1, 1987, additional 2% for Fire Services Investigator 1 & 2, and Property Assessor 3; 4% for Instructor 1 & 2, Ontario Fire College.

Effective July 1, 1987, additional 1% for Fire Services Investigator 1 & 2.

Effective October 1, 1987, additional 1% for Property Assessor 3.

Weekly Rates
36 1/4 hours per week

Travel Counsellor 2 \$412.93-\$459.90
(\$392.43-\$436.18)

Jan. 1/87

Systems Officer 2	\$619.52-\$717.55 (\$593.67-\$689.16)
Technical Consultant 1	\$858.36-\$1,052.54 (\$826.34-\$1,015.47)

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (correctional services category): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 3,345 employees, settled by arbitration. Duration of negotiations - 14 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	5%	4.5%
	Observation and Detention Worker 2	\$11.37-\$13.87 (\$10.83-\$13.21)	\$11.88-\$14.49
	Correctional Officer 2	\$13.20-\$15.33 (\$12.57-\$14.60)	\$13.79-\$16.02
	Trade Instructor 3	\$17.41-\$18.45 (\$16.58-\$17.57)	\$18.19-\$19.28

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (general operational services category): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 3,616 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	1.97% plus 23¢ per hour

Additional Adjustments

Effective January 1, 1987, additional 15¢ for Agricultural Worker 1-4; 10¢ for Cook 1-3; 30¢ for Sewer 1 and Laboratory Attendant 1 & 2.

Cleaner 1 40 hours per week	\$9.41-\$9.58 (\$9.00-\$9.17)
Clerk 2, Supply 40 hours per week	\$10.53-\$11.00 (\$10.10-\$10.56)

Weekly Rates

Area Supply Supervisor, Bargaining Unit min. 36 1/4 hours per week	\$665.15-\$713.83 (\$644.12-\$691.86)
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Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 4,324 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/87

General 4.172%
Increase

Additional Adjustments

Effective January 1, 1987, additional 2% for Audiologist, Speech Therapist, Occupational Therapist 1-3, and Pharmacist.

Effective April 1, 1987, additional 1% for Nurse 1&2, Clinic; Nurse 1-3, General; Nurse 1-3, Nursing Education, Nurse 1&2, Public Health; and Nurse 2&3, Special Schools.

Effective July 1, 1987, additional 2% for Audiologist, Speech Therapist, Occupational Therapist 1-3, and Pharmacist.

Effective October 1, 1987, additional 2% for Social Worker 1&2; 1% for Nurse 1&2, Clinic; Nurse 1-3, General; Nurse 1-3, Nursing Education, Nurse 1&2, Public Health; and Nurse 2&3, Special Schools.

<u>Weekly Rates</u>	<u>Jan. 1/87</u>	<u>Apr. 1/87</u>	<u>Oct. 1/87</u>
Psycho- metrist 1, 3 year B.A. 36.25 hours per week	\$454.62-\$538.34 (\$436.41-\$516.78)	\$454.62-\$538.34	\$454.62-\$538.34
Nurse 2, General 40 hour per week	\$568.62-\$649.48 (\$545.85-\$623.47)	\$574.31-\$655.97	\$580.05-\$662.53
Psychol- ogist 3 36.25 hours per week	\$940.70-\$1,179.47 (\$903.03-\$1,132.23)	\$940.70-\$1,179.47	\$940.70-\$1,179.47

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (technical services category): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 4,872 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	1.8% plus \$13.20 per week

Additional Adjustments

Effective January 1, 1987, additional 2% to Technician 1A and 1B X-Ray, EEG Technician 1-3, and Technician 1-5 Chemical Laboratory.

Effective July 1, 1987, additional 1% to Technician 1-5 Chemical Laboratory.

Weekly Rates

Library Technician 2	\$374.13-\$412.05
36.25 hours per week	(\$354.55-\$391.80)
Drafter 2	\$500.15-\$561.21
	(\$478.34-\$538.32)
Vocational Training	\$787.89-\$960.01
Supervisor 1	(\$760.99-\$930.07)

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

Durham Regional Municipality, Works Department at Whitby - Local 1785, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 270 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	4.5%
	Labourer	\$11.92 (\$11.46)	\$12.46
	Operator/Maintenance Man 6	\$14.68 (\$14.12)	\$15.34

Shift Premium: 58¢ (55¢) for shifts commencing between 12 noon and 2 a.m.
Effective January 1, 1988, 61¢.

Lead Hand
Premium: 45¢ (40¢) per hour.

Standby Pay: \$8.80 (\$8.35) per day for standby duty continuing beyond normal
working hours. Effective January 1, 1988, \$9.25.

Paid Vacation: 5 weeks after 19 (20) years of service and 6 weeks after 27 (28)
years. Effective January 1, 1988, 5 weeks after 18 years and 6
weeks after 26 years.

Health and
Welfare:

Life Insurance and A. D. & D. - Effective May 1, 1987, maximum benefit is \$62,000 (\$60,000). Effective January 1, 1988, \$64,000.

Long Term Disability - Effective May 1, 1987, maximum benefit is \$1,700 (\$1,600) per month. Effective January 1, 1988, \$1,850.

Vision Care - Effective May 1, 1987, maximum claim is \$90 (\$80) every 2 years. Effective January 1, 1988, \$100.

Drug Plan - Effective January 1, 1988, annual deductibles are \$20 (\$10) for single coverage and \$35 (\$20) for family coverage.

Dental Plan - Effective May 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective July 1, 1987, periodontic services with 75%-25% co-insurance, and orthodontic services with 50%-50% co-insurance with a maximum lifetime benefit of \$1,000 for each dependent child (new).

Hamilton City Corporation and Hamilton-Wentworth Regional Municipality at Hamilton - Local 167, Canadian Union of Public Employees (CLC) (inside employees): Two 24-month renewal agreements effective from February 1, 1987 to January 31, 1989, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	Feb. 1/87	Feb. 1/88
General Increases	4.5%	4%

Hamilton-Wentworth
Regional Municipality

Weekly Rates

Clerk Typist III	\$310.27-\$333.54 (\$296.91-\$319.18)	\$322.68-\$346.88
Systems Analyst	\$800.30-\$953.28 (\$765.84-\$912.23)	\$832.31-\$991.41

Based on merit, maximum rate for Clerk Typist III may be reached after 2 annual increases, and for Systems Analyst after 4 annual increases.

Shift Premium: 0-45¢-45¢ (0-35¢-35¢).

Pay for Work on Paid Holidays: Double time (time and one-half).

Acting Pay (new): Employee temporarily transferred to a higher classification for 5 or more continuous working days receives the minimum rate for the higher classification or an increase of \$3 per week, whichever is greater.

Call-in Pay: Minimum 1 hour's pay at straight time on a weekday and at time and one-half on a Saturday, Sunday or holiday. Double time after 4 hours worked on a holiday. Minimum 4 hours' pay for

employee not on stand-by, who is called in to work on a non-scheduled working day. (Previously, minimum 4 hours' pay for employee requested to report for work on a non-scheduled working day).

Paid Vacation: 4 weeks after 9 (10) years of service. Effective February 1, 1988, 5 weeks after 17 (18) years, 5 weeks plus 1 day after 20 (22) years, 5 weeks plus 2 days after 21 (23) years, 5 weeks plus 3 days after 22 (24) years, 5 weeks plus 4 days after 23 (26) years and 6 weeks after 25 (27) years.

Health and Welfare: Vision Care - Maximum claim is \$100 (\$65) every 2 years.

Dental Plan - Effective April 1, 1987, removable prosthodontic, fixed prosthodontic and major restorative coverage is added on a 50%-50% co-insurance basis to a maximum of \$500 per year (new). Effective February 1, 1988, maximum \$1,000 per year and orthodontic coverage for dependent children up to age 18 is added on a 50%-50% co-insurance basis with a lifetime maximum of \$1,000 (new).

Continuation of Benefits for Retirees (new) - Employer pays 100% of premium costs to age 65 for OHIP, Extended Medical Plan, Dental Plan, Vision Care, Life Insurance for eligible retirees.

Meal Allowance: \$5.50 (\$5) after 2 hours of overtime.

Mileage Allowance (Hamilton City Corp.): Allowance to equal the rate paid by the Central Garage of the City of Hamilton, currently 22¢ per kilometre. (Previously, 20¢ per km.)

Travel Allowance and Business Insurance: Maximum \$100 (\$50) per year for employee required to use own car on employer's business who presents proof that car insurance has been endorsed for business purposes. Effective in 1988, \$150.

Hamilton-Wentworth Regional Board of Commissioners of Police at Hamilton - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective		Jan. 1/87	July 1/87
			4%*	1.74%*
	<u>Annual Rates</u>			
	Constable	\$22,292.46-\$26,338	\$22,292.46-\$26,796.31	
	4th Class	(\$22,292.46-\$25,325)		
	Constable	\$38,334.37	\$39,001.24	
	1st Class	(\$36,859.85)		
	Staff Sergeant	\$48,289.46	\$49,129.96	
		(\$46,432.23)		

Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
General Increases	4%	1.25%
Constable 4th Class	\$23,184.05-\$27,868.31	\$23,473.95-\$28,216.00
Constable 1st Class	\$40,561.27	\$41,068.07
Staff Sergeant	\$51,095.11	\$51,733.83

* No increase to Constable 4th Class start rate.

Maximum rate for Constable 4th Class is reached after 6 months.

The following changes are effective April 1987, unless stated otherwise.

Training Officer Pay:	4% additional pay per day spent training a Recruit (new).
Paid Vacation:	6 weeks after 22 (23) years of service. Minimum of 16 (8) hours with pay when recalled from vacation for Court or Police duties.
Off-Duty Court Attendance:	4 hours' pay or time and one half while in court, whichever is greater, plus 2 additional hours, when attending court immediately following a shift ending after midnight (previously ending at 7 a.m. or 8 a.m.).
Health and Welfare:	<u>A. D. & D.</u> - Benefit is 2 1/2 (2) times the Constable 1st Class rate. <u>Dental Plan</u> - Maximum benefit for dentures and major restorative is \$2,000 (\$1,500) per person per year.
Clothing Allowance:	Maximum \$900 (\$850) for plain clothes and maximum \$550 (new) for Divisional Special Car Officer. Effective January 1, 1988, \$950 for plain clothes.
Parking Allowance:	50% of cost to a maximum \$20 per month. (Previously, no specified maximum.)
Paid Voluntary Duty Assignments:	\$23.50 (\$22) for Constable, \$27.50 (\$26) for Sergeant, and \$31.50 (\$30) for Staff Sergeant. Effective January 1, 1988, \$25, \$29, and \$33 respectively.

London City Corporation - Local 101, Canadian Union of Public Employees (CLC) (inside employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 345 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Wages:			
General Increases		4.5%	4%

	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
<u>Annual Rates</u>		
Job Class 2 (includes Junior Clerk)	\$14,008-\$19,045 (\$13,405-\$18,225)	\$14,568-\$19,807
Job Class 14 (includes Senior Planner)	\$26,818-\$38,964 (\$25,663-\$37,286)	\$27,891-\$40,522

Maximum rate for Junior Clerk is reached after five 6-month increases and for Planner after 6 annual increases.

Shift Premium: Effective July 1, 1987, 35¢ (30¢) per hour. Effective January 4, 1988, 40¢.

Weekend Premium: Effective July 1, 1987, 40¢ (35¢) per hour, in addition to shift premium, if applicable. Effective January 4, 1988, 45¢.

Paid Vacation: 3 weeks after 3 (4) years of service, 5 weeks after 18 (22) years and 6 weeks after 27 (previously, after 27 years, one additional week in one vacation year only).

Maternity Leave: Employee terminating employment less than 3 months after returning from maternity leave, will be required to repay employer's portion of benefit contributions (new).

Health and Welfare: The following changes are effective June 1, 1987:

Major Medical - Annual deductibles are \$25 (\$10) and \$50 (\$20) for single and family coverage respectively. Employer pays premium costs for out of province and out of country coverage (new).

Vision Care - Maximum claim is \$120 (\$100) every 3 years.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Mileage Allowance: Effective July 1, 1987, 24¢ (23¢) per kilometre for the first 400 kilometres and 19¢ (18¢) thereafter.

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 266 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
General Increases	4.5%	4.25%
Labourer - Permanent	\$10.95 (\$10.48)	\$11.41
Garage Mechanic	\$12.57-\$13.31 (\$12.03-\$12.74)	\$13.10-\$13.87

Jan. 1/87

Jan. 1/88

Annual Rates

General Clerk,
Grade 1

\$17,896
(\$17,125)

\$18,657

Senior Plumbing
Inspector

\$31,098-\$32,891
(\$29,759-\$31,475)

\$32,420-\$34,289

Maximum rates for Garage Mechanic and Senior Plumbing Inspector are reached after 6 months.

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Weekend Premium: 50¢ (45¢) for all hours worked on Saturday or Sunday which do not qualify for overtime premium.

Health and Welfare: Vision Care - Maximum claim is \$125 (\$100) per year.

Dental Plan - Effective July 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective July 1, 1988, the 1988 O.D.A. fee schedule.

Mileage Allowance: 35.6¢ (34¢) per mile or 22¢ (21.1¢) per kilometre when using own car for Corporation business on a casual basis, and 32.4¢ (31¢) per mile or 20¢ (19.3¢) per km. when using own car as a condition of employment, in addition to \$35 per month (unchanged). Effective in 1988, 36.5¢ per mile/22.8¢ per km. and 33.7¢ per mile/20.8¢ per km. respectively.

Meal Allowance: \$5 (\$4.50) after 3 hours of overtime.

Safety Shoe Allowance: Maximum \$70 (\$65) per year.

CONSTRUCTION

Hand Association of Sewer, Watermain and Road Contractors at OLRB Areas 5 and 26 - Local 837, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	Increases	99¢-\$1.98	55¢-\$1.15
	Labourer-OLRB Area 5 except North and South Grimsby and Nanticoke Industrial Park	\$17.32 (\$15.34)	\$17.87
	Powder Man- Bridge Building	\$21.55 (\$19.80)	\$22.65

Package rates shown include wages, vacation and holiday pay, employer contributions to welfare, pension and training funds.

Training Fund: Employer contributes 55¢ (50¢) per hour worked.

ADDENDA

January 1987 Settlement

EDUCATION AND RELATED SERVICES

Niagara South Board of Education at Welland - Ontario Public School Teachers' Federation (occasional teachers): A 32-month first agreement effective from January 1, 1987 to August 31, 1989, covering 200 employees, settled at the bargaining stage and ratified in January 1987. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General		4.25%	*
	Increases			
	Daily Rates**			
	<u>Casual Occasional</u> <u>Teacher</u>			
	Without a degree	\$80.00	\$83.40	
	With a degree	\$85.00	\$88.61	

* Increase to equal the percentage increase negotiated between the Board and Elementary Teachers.

** Daily rates include vacation pay and statutory holiday pay.

Extended Occasional Teacher - Employed for a period of 20 or more consecutive teaching days as a replacement for a teacher employed under a permanent or probationary contract, receives in all 32 months a daily rate in accordance with current salary grid for full-time teachers.

The following leaves of absence provisions refer to Extended Occasional Teachers.

Bereavement Leave: Maximum 3 days' paid leave upon death of a parent, parent-in-law, spouse, child, brother, sister, grandparent, grandchild or relative residing in the household; 1 day's paid leave for the purpose of mourning when unable to attend the funeral or upon death of a brother/sister-in-law. 1/2 day's paid leave for acting a pallbearer at a funeral.

Jury Duty and Crown Witness Pay: Employee receives the difference between regular daily wages and jury or witness pay.

Sick Leave: Credit of 2 days per month (pro-rated for part-time employees), non accumulative beyond the period of extended assignment and non-transferable from other employers or previous employment with the Board.

Quarantine Leave: No loss of salary during leave.

February 1987 Settlement

TRANSPORTATION

VIA Rail Canada Inc. - Railway Carmen (AFL-CIO/CLC): A 24-month first agreement effective from January 1, 1987 to December 31, 1988, covering 220 Ontario employees, settled at the bargaining stage and ratified in February 1987. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	3%	3%
	Coach Cleaner	\$11.494 (\$11.159)	\$11.839
	Carman	\$14.929 (\$14.494)	\$15.377

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 3 weeks after 3 (4) years of service and 4 weeks after 9 (10) years.

Health and Welfare: OHIP - Employer contributes \$5.50 per month for single coverage and \$11.50 per month for family coverage.

Life Insurance and A. D. & D. - Effective March 1, 1987, benefit is \$17,500 (\$15,000). Effective January 1, 1988, \$20,000.

Weekly Indemnity - Maximum benefit is \$391 (\$370).

Vision Care - Maximum claim is \$100 every 2 years per family member 18 years and older, and every year per family member under 18.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Maximum annual claim is \$1,000 (\$800).

Pension Plan: Early Retirement - Employee aged 55 or older whose age plus years of service equals 85 or more may retire on unreduced pension.

Survivor Benefit - 60% (50%) of regular pension.

March 1987 Settlements

CLOTHING

Corah Limited at Barrie - Local 1937, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 252 employees, settled at the conciliation officer stage and ratified in March 1987. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Mar. 30/87</u>	<u>Jan. 1/88</u>
Increases		2.4% to 5% for graded employees*, 2.4% for indirect employees	0 to 1.6% for graded employees*, 1.6% for indirect employees	4% to 5% for graded employees*, 4% for indirect employees

Weekly Rates

Graded Employees

Operative Grade D	\$225.36 (\$220.08)	\$228.97	\$238.13
Grade Star	\$291.07 (\$277.21)	\$291.07	\$305.62

* No increase in Training Grade.

Lump Sum Payment:	Effective first pay of 1988, \$25 for employees on record on December 1, 1987 and on the first working day of 1988.
Paid Holidays:	Effective January 1, 1988, 1/2 day preceding summer and Christmas plant shutdowns, for a total of 12 (11) days.
Bereavement Leave:	4 (3) days' paid leave upon death of spouse or child. Effective January 1, 1988, 5 days.
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is payable from third (fourth) working day of certified sickness. <u>Vision Care</u> - Maximum claim is \$80 (\$60) every 2 years for employees only.

PERSONAL SERVICES

Textile Rental Institute of Ontario, Industrial and Commercial Division at Toronto,
Stoney Creek and Mississauga - Local 351, Textile Processors
(Ind.): A 36-month renewal agreement effective from January 1,
1987* to December 31, 1989, covering 750 employees, settled at
the bargaining stage and ratified in March 1987. Duration of
negotiations - 3 months.

* Previous agreement, scheduled to expire December 31, 1987, was
terminated early by the Ontario Labour Relations Board.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
Increases				Wage Re-opener
General Help		35¢	30¢	
Classified Help		40¢	35¢	
Maintenance (certified or equivalent)		50¢	45¢	

	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
General Help	\$7.05 (\$6.70)	\$7.35	
Classified Help	\$8.55 (\$8.15)	\$8.90	
Maintenance	\$10.30 (\$9.80)	\$10.75	

Paid Vacation: 4 weeks after 18 (20) years of service and 5 weeks after 30 years (new). Effective January 1, 1988, 4 weeks after 17 years and 5 weeks after 28 years.

Bereavement Leave: 1 day's paid leave when not attending funeral (new).

Health and Welfare: Health and Welfare Fund/Employer Contribution - \$70 (\$60) per month per employee. Effective January 1, 1988, \$75.

Safety Shoe Allowance: \$35 (\$30) per pair for up to 2 pairs per year. Effective January 1, 1988, \$40.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
MAY 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER



Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

Page

Highlights	i
Index to Settlements Reported	137
May 1987 Settlements	
Food and Beverage	141
Leather	143
Textile	143
Wood	144
Furniture and Fixture	146
Primary Metal	147
Electrical Products	148
Non-Metallic Mineral Products	149
Mines	151
Wholesale Trade	152
Retail Trade	153
Education and Related Services	156
Health and Welfare Services	163
Personal Services	165
Provincial Administration	166
Local Administration	166
Construction	168
Addenda	
March 1987 Settlements	174
April 1987 Settlements	177

Highlights

Steelworkers

Algoma Steel Corporation Ltd. and the United Steelworkers of America (USWA) reached in late May a one-year settlement that served as a basis for the renewal of existing labour contracts scheduled to expire on July 31, 1987. The five contracts covered 6,330 production and office employees at ASC's steelworks and at Superior Limited Partnership (formerly ASC's tube division), both in Sault Ste. Marie, and at Algoma Ore Division in Wawa.

The 12-month duration of the new agreements marked a break from the steel industry's three-year pattern of the last seven contracts. The early settlement was intended to assure uninterrupted steel supplies to ASC's customers. It also represented an attempt to restore the economic health of the company. The new terms included a wage freeze and a reduction of the present cost-of-living allowance of \$1.19 per hour by 56 cents. The COLA formula was suspended, leaving the remaining float at the 63-cent level for one year.

The money obtained from the COLA reduction was assigned to increase basic pension benefits from \$17 to \$28 per year of service, bringing the maximum pension to \$1,510 per month as of August 1, 1987 for employees with 35 years of service. In order to encourage early retirement, the maximum service credits for the basic benefit calculation were increased to 40 years for employees who choose to retire during the next three months ending November 1.

Residential Construction

Ten construction agreement settled in May involved a total of 6,400 members of four unions mainly employed on residential projects in the Metropolitan Toronto and Ottawa regions. The new terms for the Toronto area contracts were established with the help of a mediator in a set of joint bargaining between six groups of building contractors and Local 183 of the Labourers International Union and Local 793 of the International Union of Operating Engineers. The two locals represented over 5,000 workers employed directly by house and high-rise builders under labour contracts that opened up on April 30, 1987.

The new contracts running through April 30, 1989, provided wage package increases ranging from \$2.71 to \$4.24 per hour, or about 14 to 24 percent, over the two years. The relatively high increases reflected a shortage of trained workers in the booming residential sector and sometimes included premiums already paid by contractors in order to attract skilled workers. Although the increases were implemented in two or three stages, part of the money was "front-loaded", in those cases where it was necessary to promptly bring the residential rates closer to those paid for similar work in the industrial, commercial and institutional sector. As a result, existing wage package rates for the six trade groups were increased over the two-year term by:

- . \$2.71 per hour for low rise labourers at the Toronto Housing Labour Bureau;

- \$3.09 per hour for high rise labourers at the Apartment Builders Association and a similar average amount for high rise concrete formers at the Ontario Form Work Association;
- \$3.89 per hour for concrete and drain workers at the Ontario Concrete and Drain Contractors Association;
- \$4.24 per hour for basement formers at the Residential Low-Rise Forming Contractors Association;
- \$4.19 per hour for house-frame carpenters at the Residential Framing Contractors Association. That agreement also included increases in piecework rates of up to 35 percent over two years. That brought the rates for new projects on May 1, 1988 into the range of \$1.65 to \$1.80 per square foot, depending on the size of the house. The piecework rates for projects in progress as of May 11, 1987 were increased by 10 percent.

The other three residential settlements, affecting an additional 1,200 tradesmen represented by Local 27 of the Carpenters and Local 46 of the Plumbers in the Toronto area, provided wage package increases over the two years ending April 30, 1989 of:

- \$4.40 per hour for low rise carpenters at the Ontario Carpentry Contractors Association. (The new contract was actually approved in a vote concluded on June 9, 1987);
- \$4.54 per hour for high rise carpenters at the Toronto and District Carpentry Contractors Association; and
- \$4.95 per hour for low rise plumbers at the Independent Plumbing and Heating Contractors;

The remaining settlement covered 200 mason tenders in the Ottawa area represented by Local 527 of the Labourers International Union at the Ontario Masonry Contractors Association. The new contract called for a one-year term ending April 30, 1988, with a wage package increase of \$1.15 per hour, equivalent to about 7.7 percent.

Aside from higher hourly wage rates, some of the package increases included improved vacation pay provisions and additional employer contributions to welfare, pension, training and industry funds.

Index to Settlements Reported, May 1987

Employer and Location	Union	Page
A. R. Clarke & Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	143
Algoma Steel Corp. Ltd., Steelworks and Superior Ltd., Tube Div., Sault Ste. Marie and Algoma Ore Div., Wawa	United Steelworkers (AFL-CIO/CLC) (clerical, technical, mine production and maintenance mill empls.)	147
American Motors (Canada) Inc., Holmes Foundry Div., Sarnia	Cdn. Auto Workers (CLC)	178
Atikokan Forest Products Inc., Sapawe and McKenzie Forest Products Inc., Hudson	Carpenters (AFL-CIO) (sawmill empl.)	144
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River	Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC)	183
Batronics Inc., Maple	Cdn. Auto Workers (CLC)	149
Carleton Board of Education, Nepean	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	156
Cdn. Pacific Hotels Corp., Royal York Hotel, Toronto	Hotel Empls. (AFL-CIO/CLC) (full-time and part-time empl.)	165
Dufferin-Peel Roman Catholic Separate School Board, Mississauga	CUPE (CLC) (maintenance, service and plant operations empl.)	180
Dufferin-Peel Roman Catholic Separate School Board, Mississauga	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	174
Durham Regional Board of Commissioners of Police, Oshawa	Police Assn. (Ind.) (uniformed empl.)	166
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.)	163
Frontenac-Lennox and Addington County Roman Catholic Separate School Board, Kingston	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	157
Halton Roman Catholic Separate School Board, Burlington	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	158
Hamilton Public Library Board	CUPE (CLC) (full-time, part-time and casual empl.)	162
Interbake Foods Ltd., London	Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping empls. and drivers)	142

Index to Settlements Reported, May 1987

Employer and Location	Union	Page
Interforest Ltd., Durham	Woodworkers (AFL-CIO/CLC)	145
L. Davis Textiles Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	177
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and casual empls.)	155
London City Corp., Dr. John Dearness Home for Elder Citizens	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	164
London City Corp.	CUPE (CLC) (outside empls.)	167
Mattabi Mines Ltd., Ignace	United Steelworkers (AFL-CIO/CLC)	151
Metropolitan Toronto and Vicinity Residential Low Rise Forming Contractors Assn.	Labourers (AFL-CIO) (house basements)	172
Metropolitan Toronto Apartment Builders Assn.	Labourers (AFL-CIO)	171
Metropolitan Toronto Independent Contractors, Low Rise Residential Construction	Plumbers (AFL-CIO/CFL)	168
Mount Sinai, North York General, Toronto East General and Orthopaedic Hospitals and Sunnybrook Medical Centre, North York and Toronto	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	182
Ontario Concrete and Drain Contractors Assn., OLRB Area 8	Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	171
Ontario Form Work Assn., province-wide	Form Work Council of Ont., Labourers (AFL-CIO), Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO)	168
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	166
Ontario Masonry Contractors Assn., Ottawa	Labourers (AFL-CIO) (mason tenders, residential construction)	173
Ontario Produce Co., Oshawa Foods Div. of the Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.) (full-time and part-time wholesale food empls.)	152
Ottawa Area Ready Mix Cos., Ottawa	Teamsters (Ind.)	149

Index to Settlements Reported, May 1987

Employer and Location	Union	Page
Ottawa-Carleton Regional Municipality	CUPE (CLC) (full-time, part-time and casual inside and outside empls.)	176
Oxford County Board of Education, Woodstock	Ont. Secondary School Teachers' Fed. (Ind.)	159
Peel Regional Board of Commissioners of Police, Mississauga	Police Assn. (Ind.)	184
PG Canada Inc., Duplate Div., Hawkesbury and Oshawa	Cdn. Auto Workers (CLC)	150
Portsmouth, Dundas and Glengarry County Board of Education, Cornwall	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	181
Portsmouth, Dundas and Glengarry County Board of Education, Cornwall	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	160
Prudex Fibres Ltd., Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	143
Rimbey Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	160
Ronan-Hauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	146
Toronto and District Carpentry Contractors Assn., OLRB Areas 8 and 18	Carpenters (AFL-CIO) (residential high-rise construction)	174
Toronto and Vicinity Residential Framing Contractors Assn., OLRB Area 8	Labourers (AFL-CIO) (housing carpentry)	173
University of Toronto Governing Council	Faculty Assn. (Ind.)	162
Versa-Care Ltd., Bestview Health Care Centres Inc., various Ontario cities	Christian Labour Assn. (Ind.)	164
Welland County Roman Catholic Separate School Board, Welland	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	176
Westinghouse Canada Inc., Hamilton	Electrical Workers (UE) (CLC)	148
William Neilson Ltd., Halton Hills Dairy, Georgetown	Teamsters (Ind.)	141

Index to Settlements Reported, May 1987

Employer and Location	Union	Page
Windsor Roman Catholic Separate School Board	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time caretakers, teacher aides, secretaries and office empls.)	161
Zehrmart Ltd., Zehrs Markets Div., various locations in southwestern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	153

FOOD AND BEVERAGE

William Neilson Limited, Halton Hills Dairy at Georgetown - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
General Increases		60¢	60¢
Storageman		\$14.23 (\$13.63)	\$14.83
Maintenance Electrician		\$16.44 (\$15.84)	\$17.04
<u>Weekly Rates</u>			
Route Driver		\$599.20 (\$575.20)	\$623.20

Cost of Living Allowance: \$1.175 COLA generated during previous agreements continues to float.

1¢ per 0.5 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. Triggers at 6%, and capped at \$1.25 (unchanged). (Basic formula is unchanged. Formula did not trigger.)

Shift Premium \$16 (\$14.40) for plant employees and \$13 for trade employees per week for shifts commencing between 11 a.m. and 5 a.m.

Checking and Signing Premium: Deleted. (50¢ per hour for Unitizer Checker, Loader Checker and Utility-Cold Storage.)

Beravement Leave: Up to 4 (3) days' paid leave upon death in the immediate family.
Up to 1 day's paid leave upon death in the non-immediate family (new).

Health and Welfare: Life Insurance and A. D. & D. - Effective June 1, 1987, benefit is \$25,000 (\$20,000).

Weekly Indemnity - Effective June 1, 1987, benefit is \$318 (\$285) or the UIC maximum, whichever is greater. Effective January 1, 1988, the UIC maximum.

Long Term Disability - Effective June 1, 1987, monthly benefit is \$1,500 (\$1,250).

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Maximum annual claim is \$1,200 (new). Coverage extended to include dentures with 50%-50%co-insurance and orthodontics with 75%-25% co-insurance and \$1,500 maximum lifetime claim (new).

Tool Allowance: \$275 (\$250) per year for trade employees.

Interbake Foods Ltd. at London - Local 242, Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping employees and drivers): A 39-month renewal agreement effective from February 13, 1987 to May 1, 1990, covering 700* employees, settled at the bargaining stage. Duration of negotiation - 5 months.

* Includes 270 employees currently on lay-off status.

Wages:	Effective	<u>Feb. 13/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
General Increases		42¢	50¢	50¢
Skilled Trades Adjustments		Group 8 eliminated; 95¢ for Group 9 (which now includes Group 8 employees without certificate)		
Additional Adjustments		15¢ for Packer; some classification adjustments		
Group 1 (includes General Labour)		\$10.13 (\$9.71)	\$10.63	\$11.13
Group 10 (Technician)		\$14.61 (\$14.19)	\$15.11	\$15.61

Shift Premium: 0-31¢-36¢ (0-29¢-34¢). Effective May 1, 1989, 0-33¢-38¢.

Paid Vacation: 6 weeks after 25 (28) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is equal to annual earnings with a minimum of \$9,000 (\$8,000) and a maximum of \$17,000 (\$16,000). Effective May 1, 1988, minimum and maximum of \$10,000 and \$18,000 respectively. Effective May 1, 1989, \$11,000 and \$19,000.

Life Insurance For Future Retirees - Effective May 1, 1988, benefit is \$1,500 (\$1,300).

Major Medical - Maximum lifetime benefit is \$30,000 (\$25,000). Effective May 1, 1988, \$32,000. Effective May 1, 1989, \$35,000.

Dental Plan - Coverage is updated annually to the current year's (1985) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$45 (\$43) per year. Effective May 1, 1989, \$50.

Tool Allowance: \$122.50 (\$117.50) per year. Effective May 1, 1988, \$127.50. Effective May 1, 1989, \$130.

LEATHER

A.R. Clarke & Co. Limited at Toronto - Local 125L, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1987 to January 31, 1989, covering 200 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 1/87</u>	<u>Feb. 1/88</u>
	General Increases	50¢	50¢
	General Light Labourer	\$10.17 (\$9.67)	\$10.67
	Licenced Trades - more than 1 licence	\$12.33 (\$11.83)	\$12.83

Shift Premium: Effective May 24, 1987, 0-40¢-50¢ (0-30¢-40¢).

Permanent Night Premium (new): Effective May 24, 1987, \$1 per hour.

Health and Welfare: Life Insurance - Effective July 1, 1987, benefit is \$25,000 (\$20,000) and \$10,000 (\$5,000) for spouse or nominee.

Weekly Indemnity - Effective July 1, 1987, benefit is \$300 (\$276) or UIC maximum, whichever is greater.

Vision Care - Effective July 1, 1987, maximum claim is \$100 (\$60) every 2 years.

Dental Plan - Effective February 1, 1988, coverage is based on the 1987 (1985) Ontario Dental Association fee schedule.

Meal Allowance (new): Effective May 24, 1987, \$5 if notified less than 4 hours in advance.

Tool Allowance: Effective May 24, 1987, \$60 (\$40) per year for designated trades.

TEXTILE

Strudex Fibres Ltd. at Waterloo - Local 175*, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1987 to February 28, 1989, covering 212 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

* Previously, Local 1984.

Wages:	Effective	<u>Mar. 1/87</u>	<u>Mar. 1/88</u>
	General Increases	40¢	35¢
	Additional Adjustments	Some classification adjustments	

	<u>Mar. 1/87</u>	<u>Mar. 1/88</u>
Tube Sorter	\$8.35 (\$7.95)	\$8.70
Machinist	\$11.25 (\$10.85)	\$11.60
Shift Premium:	0-25¢-30¢ (0-20¢-25¢).	
Paid Holidays:	1 floating day is added for a total of 11 (10) days.	
Paid Vacation:	4 weeks at 10% after 25 years of service (new).	
Bereavement Leave:	1 day's paid leave upon death of grandchild (new).	
Health and Welfare:	Life Insurance - Benefit is \$15,000 (\$12,000) for employee; \$2,500 (\$2,000) for dependent spouse; and \$1,500 (\$1,000) for dependent child.	

WOOD

Atikokan Forest Products Inc. at Sapawe and McKenzie Forest Products Inc. at Hudson - Local 2693, Carpenters (AFL-CIO) (sawmill employees): Two 36-month renewal agreements effective from September 1, 1986 to August 31, 1989, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases		25¢	40¢	30¢
Additional Adjustments	Some classifications added			

McKenzie Forest Products Inc.

Labourer, General	\$12.59 (\$12.34)	\$12.99	\$13.29
Electrician "A"	\$15.30 (\$15.14)	\$15.79	\$16.09

Shift Premium: Effective September 1, 1987, 0-34¢-38¢ (0-33¢-37¢). Effective September 1, 1988, 0-35¢-39¢.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse or child.

Health and Welfare: A. D. & D. (new) - Benefit is \$30,000.

Weekly Indemnity - Effective in June 1987, benefit is \$318 (\$295) or UIC maximum, whichever is greater.

Long Term Disability - Effective September 1, 1988, maximum benefit is \$1,150 (\$1,100) per month.

Dental Plan - Effective May 3, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1987 and 1988, coverage is based on the previous year's O.D.A. fee schedule.

Pension Plan (new): Employer Contribution - Effective September 1, 1988, \$15 per month per employee and an additional \$15 per month conditional on the employee contributing \$15.

Protective Clothing Subsidy: Employer will sell to employee safety boots at \$12 (\$10) below invoice price.

Severance Pay (new): Effective September 1, 1988, one week's pay per year of continuous service to a maximum 30 weeks for employee with 3 or more years of continuous service terminated due to technological change.

Interforest Ltd. at Durham - Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 12, 1987 to May 11, 1989, with wages retroactive to May 10, 1987, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 10/87</u>	<u>Nov. 16/87</u>	<u>May 8/88</u>
	Increases	40¢-90¢	15¢-50¢	25¢
	Additional Adjustments	Some classifications adjusted		
	General Helper	\$9.60 (\$9.20)	\$9.75	\$10.00
	Maintenance	\$11.55 (\$10.65)	\$12.05	\$12.30

Premium Pay: Deleted. (Previously, 10¢ per hour for employees on the #1 Slicer/Dryer Line.)

Paid Vacation: 5 weeks after 25 years of service (new).

Bereavement Leave: 1 day's paid leave upon death of grandchild, daughter/son/sister/brother-in-law (new).

Health and Welfare: OHIP - Employer pays 90% of premium costs. Effective May 8, 1988, 95%.

Pension Plan: Employer Contribution - Effective January 1, 1988, 7¢ (5¢) per hour to a maximum 2,000 hours per employee per year.

Safety Shoe Allowance: \$35 (\$30) for one pair per year.

Meal Allowance: \$3 (\$2) after 4 hours of overtime.

FURNITURE AND FIXTURE

SunarHauserman Ltd. at Waterloo - Locals 3292 and 7657, United Steelworkers (AFL-CIO/CLC) (plant and office employees): Two 36-month renewal agreements effective from May 9, 1987 to May 8, 1990, covering 393 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 9/87</u>	<u>May 9/88</u>	<u>May 9/89</u>
	<u>Plant employees</u>			
	COLA Fold-in	\$1	79¢	
	Increases			
	Non-Incentive	35¢	28¢	
	Skilled Trades Adjustment	25¢		
	<u>Office Employees</u>			
	COLA Fold-in	\$1.79		
	Increases		.75%-1.5% to top rates	1%-2% to top rates
	<u>Plant Employees</u>			
	Stock Piler	\$11.80 (\$10.45)	\$12.87	\$12.87
	Toolmaker 1st Class	\$14.69 (\$13.09)	\$15.76	\$15.76
	<u>Office employees</u>			
	<u>Weekly Rates</u>			
	37.5 hours per week			
	Level 1 (includes Clerk Typist)	\$355.51-\$383.89 (\$288.38-\$309.23)	\$355.51-\$386.77	\$355.51-\$390.64
	Level 8 (includes Programmer/ Analyst)	\$593.75-\$663.25 (\$526.62-\$567.56)	\$593.75-\$673.20	\$593.75-\$686.66
	Maximum rates are reached after one 6-month increase followed by annual increases of \$5 each.			
Cost of Living Allowance:	1¢ per 0.35 point change in the Consumer Price Index - 1961=100, using the May 1987 index as the base. Adjusted quarterly and capped at 70¢ per year. (Basic formula is unchanged.)			

Health and Welfare: Dental Plan - Effective May 9, 1988, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective May 9, 1989, the 1988 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$13 (\$12) per month per year of service. Effective May 9, 1988, \$15. Effective May 9, 1989, \$19.

Supplemental Benefit - Increased by \$1 to \$3 per month per year of service. Effective May 9, 1988, increased by \$2. Effective May 9, 1989, increased by \$4.

Early Retirement - Employee may retire at age 60 (62) without actuarial reduction.

Safety Shoe Allowance: Maximum \$50 (\$35) per year.

PRIMARY METAL

Algoma Steel Corporation Limited, Steelworks and Superior Limited, Tube Division at Sault Ste. Marie and Algoma Ore Division at Wawa - Locals 2251, 3933, 4509, 5048 and 5595, United Steelworkers (AFL-CIO/CLC) (clerical, technical, mine, production and maintenance mill employees): Five 12-month renewal agreements effective from August 1, 1987 to July 31, 1988, covering 6,330 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: No increase in rates that were in effect at the expiry of the previous agreements.

<u>Steelworks</u>	<u>Aug. 1/87</u>
Labourer (Job Class 2)	\$12.682
Electrician (Job Class 16)	\$15.230
Mill Roller (Job Class 27)	\$17.232

Cost of Living Provision: \$1.19 COLA was generated during previous agreements; 56¢ is diverted towards the pension fund and 63¢ continues to float.

Formula is suspended for the duration of the agreements. (Previously, 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly.)

Pension Plan: Basic Benefit - \$28 (\$17) per month per year of service. Additional funding through COLA diversions.

Special Retirement Incentives - Benefit for eligible employee who elects early retirement between August 1, 1987 and November 1, 1987, is based on years of service to a maximum 40 years. For retirements after November 1, 1987, benefit is subject to a cap of 35 years of service. Employee either aged 58 or with 35 years of service may retire with full pension. (Previously, applied

only to employees with 35 years of service.) Employee who retires during the term of these agreements receives an additional \$50 per month for life (unchanged).

ELECTRICAL PRODUCTS

Westinghouse Canada Inc. at Hamilton - Local 504, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 23, 1987 to April 22, 1990, covering 572 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 23/87</u>	<u>Apr. 23/88</u>	<u>Apr. 23/89</u>
	COLA Fold-in	79¢		
	Average Increases	3.22%	1.05%	1.07%
	Labour Grade 3 (Labourer)	\$12.586 (\$11.446)	\$12.736	\$12.836
	Labour Grade 14 (Tool & Die Maker)	\$15.314-\$16.120 (\$14.095-\$14.800)	\$15.457-\$16.270	\$15.552-\$16.370

Maximum rate for Tool & Die Maker is reached after two 3-month increases.

Cost of Living Allowance: 1¢ per 0.32 point increase in the Consumer Price Index - 1971=100, using the January 1987 index as the base. One quarterly adjustment in the first contract year, 3 in the second year and 4 in the third year. (Basic formula is unchanged.)

Shift Premium: 0-50¢-50¢ (0-45¢-45¢).

Paid Vacation: Effective April 23, 1988, 4 weeks after 11 (12) years of service.

Bereavement Leave: Up to 5 (3) days' paid leave upon death of spouse, child, mother or father.

Health and Welfare: Life Insurance - Employer pays for the first \$11,000, \$14,000 or \$17,000 (\$6,000, \$9,000 or \$12,000) depending on employee's elected coverage of \$15,000, \$20,000 or \$25,000 (\$10,000, \$15,000 or \$20,000).

A. D. & D. - Maximum coverage is \$15,000 (\$10,000). Loss of speech or hearing benefit is \$10,000 (\$5,000).

Vision Care - Maximum claim is \$75 (\$60) every 2 years.

Dental Plan - Coverage is based on the previous year's (1983) Ontario Dental Association fee schedule. Maximum benefit is \$1,000 (\$750) per year.

Pension Plan: Basic Benefit - \$17.75 (\$16.75) per month per year of service. Effective April 23, 1988, \$18.25. Effective April 23, 1989, \$18.75.

Bridging Benefit - \$11.50 (\$11.25) per month per year of service.

Safety Shoe Allowance: \$45 (\$40) per year. Effective April 23, 1988, \$50.

Batronics Inc. at Maple - Local 252, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from March 2, 1987 to March 1, 1989, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 2/87	Mar. 2/88
	General Increases	30¢	30¢
	COLA Fold-in	78¢	
	Inequity Adjustments	3¢-50¢	
	Casual Labour	\$10.56 (\$9.48)	\$10.86
	Electrician	\$15.51 (\$13.93)	\$15.81

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, using the October 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-35¢-40¢ (0-25¢-30¢).

Paid Vacation: 5 weeks after 23 years of service (new).

Health and Welfare: Life Insurance - Benefit is \$11,000 (\$10,000). Effective March 2, 1988, \$12,000.

Pension Plan: Basic Benefit - \$20 (\$17) per month per year of service retroactive to 1984, and \$24 (\$20) per month per year of service over 30 years.

Safety Shoe Allowance: Maximum \$55 (\$50) per year. Effective March 2, 1988, \$60.

NON-METALLIC MINERAL PRODUCTS

Ottawa Area Ready Mix Companies at Ottawa - Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from March 1, 1987 to February 28, 1989, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Mar. 1/87	Mar. 1/88
	General Increases	80¢	75¢

	<u>Mar. 1/87</u>	<u>Mar. 1/88</u>
<u>Denis Brisbois</u> <u>Contractor Ltd.</u>		
Labourer	\$15.83 (\$15.03)	\$16.58
Mechanic Class A	\$16.28 (\$15.48)	\$17.03

Health and Welfare: Long Term Disability Plan (new) - Benefit is \$600 per month non-integrated, for a maximum of five years to age 65.

Vision Care - Maximum claim is \$125 (\$100) every 2 years.

PPG Canada Inc., Duplate Division at Hawkesbury and Oshawa - Locals 222 and 1661, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 670 employees, settled during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
General Increases		35¢	25¢	24¢
COLA Fold-in		\$1.03		
Skilled Trade Adjustments		10¢	10¢	10¢
Additional Adjustments		Most production occupations reclassified		

Oshawa Plant

General Labour	\$14.22 (\$12.84)	\$14.47	\$14.71
Tool Maker	\$16.49 (\$15.01)	\$16.84	\$17.18

Cost of Living Allowance: \$1.09 was generated during the previous agreement; \$1.03 is folded into wages and 6¢ continues to float.

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100, using the average index for April, May, and June 1987 as the base. Adjusted quarterly, with 1¢ deduction per quarter. However, no reduction if the quarterly COLA is less than or equal to the highest level previously reached during the term of the agreement. (Basic formula is unchanged.)

Shift Premium: 0-30¢-40¢ (0-25¢-35¢).

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$18,000). Effective April 1, 1988, \$21,000. Effective April 1, 1989, \$22,000.

A. D. & D. - Benefit continues to be 50% of the life insurance benefit.

Total Disability Insurance - Benefit ranges from \$13,000-\$20,000 (\$11,000-\$18,000) depending on the permanent disability. Effective April 1, 1988, \$13,000-\$21,000. Effective April 1, 1989, \$13,000-\$22,000.

Weekly Indemnity - Benefit is \$330 (\$310) or the UIC maximum. Effective April 1, 1988, \$350. Effective April 1, 1989, \$375.

Extended Disability Benefit - \$780 (\$640) per month for employees with less than 10 years of service and \$840 (\$700) for employees with more than 10 years of service. Extended payments to age 65 for employees with more than 10 years of service (new). Effective April 1, 1988, \$840 and \$900 respectively. Effective April 1, 1989, \$890 and \$950 respectively.

Survivor Transition Benefit - \$325-\$375 (\$275-\$325) per month to a maximum of \$9,000 (\$7,800).

Survivor Income Benefit - Minimum \$300 (\$250) per month.

Pension Plan:

Basic Benefit - \$19 (\$17) per month per year of service. Effective April 1, 1988, \$21. Effective April 1, 1989, \$22.

Supplemental Benefit - \$14.75 (\$13.75) per month per year of service to a maximum of 30 (25) years. Effective April 1, 1988, \$15.50.

Special Retirement Allowance "30-and-Out" - \$1,100 (\$950) per month. Effective April 1, 1988, \$1,200. Effective April 1, 1989, \$1,300.

Supplemental
Unemployment
Benefit Plan:

Regular Benefit - \$350 (\$290) per week less UIC benefit. Effective April 1, 1988, \$375. Effective April 1, 1989, \$400.

Special Weekly Benefit - Employee ineligible for UIC benefits receives \$250 (\$200) plus \$5 per dependent child (unchanged). Effective April 1, 1988, \$275. Effective April 1, 1989, \$300.

Automatic Short Week Benefit Plan - \$7 (\$6) per hour to a maximum of 40 hours for eligible employee who is required to do some work for the company during the week but is not required to work the normal hours during such work week. Effective April 1, 1988, \$7.50. Effective April 1, 1989, \$8.

Layoff Disability Insurance - Benefit is \$330 (\$310) per week or the UIC benefit, whichever is greater, for eligible employee who is wholly and continuously disabled while on layoff. Effective April 1, 1988, \$350. Effective April 1, 1989, \$375.

MINES

Mattabi Mines Limited at Ignace - Local 7879, United Steelworkers (AFL-CIO/CLC): A 27-month renewal agreement effective from May 16, 1987 to August 16, 1989, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 17/87</u>	<u>May 17/88</u>
	Increases	15¢-\$1.15 depending on classification	0-60¢ depending on classification
	Labourer	\$11.84 (\$11.69)	\$11.84
	Tradesman 1	\$15.24 (\$14.09)	\$15.84

Shift Premium: 0-45¢-55¢ (0-35¢-40¢).

Sunday Premium: \$1.70 (\$1.50) per hour worked.

The following benefits are effective June 1, 1987:

Health and Welfare: Weekly Indemnity - Benefit is \$300 (\$260) for a maximum 52 weeks.

Extended Weekly Indemnity Benefit - Benefit is \$200 (\$170) for an additional 52 (26) weeks.

Dental Plan - Coverage is based on the current year's (1984) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective May 21, 1987, \$18 (\$14) per month per year of future service and \$18 (\$10) per month per year of past service.

Severance Pay: Details of new severance pay provision are not available.

WHOLESALE TRADE

Ontario Produce Company, Oshawa Foods Division of the Oshawa Group Limited at Malton and Toronto - Local 419, Teamsters (Ind.) (full-time and part-time wholesale food employees): A 24-month renewal agreement effective from March 8, 1987 to March 11, 1989, covering 570 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 8/87</u>	<u>Mar. 6/88</u>
	Increases		
	Full-Time Employees	75¢ to top rates*	70¢ to top rates*
	Part-Time Employees	35¢ to top rates*	35¢ to top rates*
	Packager	\$13.64-\$16.05 (\$12.94-\$15.30)	\$14.24-\$16.75
	Maintenance Mechanic	\$14.72-\$17.32 (\$16.57)	\$15.32-\$18.02

* Increases are pro-rated to establish wage scales of 85%, 90% and 95% of job rate in each of the first 3 years of employment. (Previously, 75¢, 50¢ and 25¢ per hour less than job rate for each of the first 3 months respectively.)

Shift Premium: 0-70¢-75¢ (0-60¢-65¢).

Paid Vacation: 4 weeks after 9 (10) years of service.

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1-1-4-26 (1-4-26) basis.

Continuation of Benefits for Retirees (new) - Employer continues to pay premium costs for all benefits except Weekly Indemnity and L.T.D.

Meal Allowance: \$3.50 (\$3).

Pension Plan: Early Retirement Incentive Plan (new) - Effective March 6, 1988, employee aged 62 years with 30 years of continuous service may elect to retire on full pension; with less than 30 years of service, on a pension reduced by 3% per year preceding age 65. On retirement prior to age 62 with 30 years of service, on a pension reduced by 6% per year preceding age 62; with less than 30 years of service, on a pension reduced by 3% per year preceding age 65 and an additional 3% per year preceding age 62.

RETAIL TRADE

Zehrmart Limited, Zehrs Markets Division, various locations in southwestern Ontario - Local 1977, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 40-month renewal agreement effective from December 28, 1986 to April 28, 1990, covering 2,400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 8/88</u>	<u>May 7/89</u>
	Increases*		
	Full-time employees	40¢	40¢
	Part-time employees	35¢	35¢
	<u>Full-time Employees</u>		
	0-24 months		
	Cashier/Wrapper	\$7.39-\$13.03	\$7.59-\$13.43
	Service Clerk	(\$7.19-\$12.63)	
	Meat Cutter	\$8.55-\$14.22	\$8.75-\$14.62
		(\$8.35-\$13.82)	
	<u>Part-time Employees</u>		
	Hired before	\$4.35-\$10.44	\$4.35-\$10.79
	May 12, 1987	(\$4.00-\$10.09)	
	0-30 (0-36) months		
	Hired after	\$5.00-\$10.44	\$5.00-\$10.79
	May 12, 1987		
	0-60 months		

* Increases are pro-rated to 100% on maximum rates.

Lump-Sum Payment:	<u>Full-time</u> - Effective May 28, 1987, \$1,000 per employee. <u>Part-time</u> - 35¢ per hour worked, paid in 3 installments between December 28, 1986 and May 7, 1988.
After Hours Premium:	75¢ (70¢) per hour worked for night shift employees and from store closing to 7 a.m. for non-night shift employees.
Sunday Premium (part-time) (new):	40¢ per scheduled hour worked.
Night Crew Chief Premium:	\$1.30 (\$1.10) per hour worked.
Temporary Assignment Premium:	35¢ (25¢) per hour worked in higher classification. 65¢ (50¢) per hour when relieving assistant store manager; produce, meat or bakery manager; or office clerk. \$1.20 (\$1) per hour when relieving store manager (full-time employees).
Paid Holidays:	Employee working 10 hour shift shall be paid accordingly on Statutory Holiday.
Bereavement Leave (part- time):	1 day's paid leave upon death of mother/father/son/daughter/brother/sister-in-law, plus 1 day prior to funeral if required (new).
Health and Welfare:	<u>Life Insurance - Full-time</u> - Effective September 1, 1987, benefit is \$20,000 (\$12,000). <u>Long Term Disability - Full-time</u> - Effective September 1, 1987, benefit is \$1,250 (\$1,000). <u>Weekly Indemnity - Full-time</u> - Effective May 10, 1987, maximum benefit is \$325 (\$276). Effective May 10, 1988, \$350. <u>Dental Plan - Full-time</u> - Employer contributes 14¢ (12¢) per hour worked. <u>Vision Care (new)</u> - Effective September 1, 1987, maximum claim is \$80 every 24 months for eligible full-time employees and dependents and for eligible part-time employees and single-parent dependents. <u>Drug Plan (new) - Part-time</u> - Effective May 1, 1988, annual deductibles of \$25 for single and \$35 for single-parent family coverage for eligible employees.
Union Business (new):	Employer pays 1/2 the cost of meeting rooms and wages for maximum 6 members of master negotiating committee. Payment is based on 39 hours regular pay for full-time employees and average hours worked during the 4 weeks prior to negotiations for part-time employees.
Education Leave Fund:	<u>Employer Contribution</u> - 10¢ (5¢) per hour worked to a maximum \$3.90 (\$1.95) per week per employee.
Severance Pay:	<u>Full-time</u> - 1 week's notice or pay in lieu, for each full year of service to a maximum \$7,500 (previously, to a maximum 10 weeks).

Part-time - 1 week's notice for each full year of service to a maximum 10 weeks after 10 or more years of service (new).

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - province-wide -

Ontario Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and casual employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 4,680 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Apr. 1/87</u>	<u>Jan. 1/88</u>
General Increases		3%	21¢	3% plus 15¢
Additional Adjustments	Some classification adjustments			
<u>Full-time Employees</u>				
Clerk Grade 1 Clerical Division (36.25 hours per week)		\$8.67-\$9.25 (\$8.42-\$8.98)	\$8.88-\$9.46	\$9.30-\$9.89
Liquor Store Clerk Grade 2 (40 hours per week)		\$11.25-\$12.10 (\$10.92-\$11.75)	\$11.46-\$12.31	\$11.95-\$12.83
Licence Inspector Grade 2 (40 hours per week)		\$14.71-\$17.13 (\$14.28-\$16.63)	\$14.92-\$17.34	\$15.52-\$18.01
Electronic Technician (37.5 hours per week)		\$18.29-\$19.39 (\$17.76-\$18.82)	\$18.50-\$19.60	\$19.20-\$20.34

Maximum rates are reached on merit.

Acting Pay: Effective July 1, 1987, \$5.30 (\$5) per day for employee acting for Store Manager for a minimum of 3 consecutive hours. 78¢ (75¢) per hour for employee acting in a higher classification other than Store Manager for a minimum of 2 consecutive days. Effective January 1, 1988, \$5.50 and 80¢ respectively.

Shift Premium: Effective June 1, 1987, 45¢ per hour worked between 6 p.m. and 7 a.m. if majority of shift hours fall within this period (previously, \$3.25 per shift). Effective January 1, 1988, 47¢ per hour.

Paid Vacation: Effective July 1, 1987, 4 weeks after 9 (10) years of service, and 5 weeks after 19 (20) years. Effective January 1, 1988, 4 weeks after 8 years, and 5 weeks after 18 years. Effective July 1, 1988, 5 weeks after 17 years.

The following changes are effective June 1, 1987, unless stated otherwise.

Paid Maternity Leave (new): Two weeks at 93% of regular weekly rate and up to 15 additional weeks at the difference between 93% of regular weekly rate and UIC benefit and any other earnings.

Health and Welfare: Life Insurance for Retirees - Benefit is \$4,000 (\$3,000) for eligible employees.

Long-Term Disability - Benefit is increased by \$25 per month for employees whose leave started between January 1, 1983 and December 31, 1984.

Semi-Private Hospitalization - Maximum benefit is \$40 (\$25) per day.

Major Medical - Maximum \$100 for surgery in office of Podiatrist (new); \$16 (\$12) per half hour of individual psychotherapy and/or testing and \$12 (\$8) per half hour for all other visits to psychologist; and \$12 (\$8) per visit to chiropractor, osteopath, naturopath, podiatrist, physiotherapist, speech therapist and masseur.

Vision Care - Maximum claim is \$100 (\$90) every 2 years.

Hearing Aid (new) - Employer pays 50% of premium costs. Maximum lifetime claim is \$250.

Dental Plan - Coverage for dental services and supplies continues for 18 (12) months after an accident. Coverage is based on the current year's (1986) Ontario Dental Association fee schedule.

Meal Allowance: \$4.75 (\$4.25) after 2 hours of overtime.

Technological Change (new): Employer shall give 60 days' notice and make reasonable effort to minimize adverse effects resulting from the introduction of new equipment or methods of operation.

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 1,200 employees, settled at the post mediation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Dec. 1/86</u>
	General Increases	3.5%	1% non-compounded

	<u>Sept. 1/86</u>	<u>Dec. 1/86</u>
Teacher-Group 1 0-10 years	\$25,156-\$39,682 (\$24,305-\$38,340)	\$25,400-\$40,066
Teacher-Group 4 0-10 years	\$28,907-\$48,134 (\$27,929-\$46,506)	\$29,187-\$48,600
Vice-Principal 0-3 years	\$54,398-\$57,552 (\$52,558-\$55,606)	\$54,925-\$58,109
Principal 0-3 years	\$59,681-\$63,776 (\$57,663-\$61,619)	\$60,259-\$64,393

Effective Sept. 1/87

General Increase	4.68%
Teacher-Group 1	\$26,589-\$41,941
Teacher-Group 4	\$30,553-\$50,874
Vice-Principal	\$57,495-\$60,829
Principal	\$63,079-\$67,407

Responsibility, War Service and Graduate Degree Allowances: Increased in accordance with the general salary increases.

Compassionate Leave: 4 (3) days' paid leave for serious illness in the family.

Health and Welfare: Dental Plan - Effective June 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1987, the 1986 O.D.A. fee schedule.

Frontenac-Lennox and Addington County Roman Catholic Separate School Board at Kingston - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 335 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
	General Increases	4%	.96%
	Teacher-Category D 0-6 years	\$17,324-\$25,136 (\$16,658-\$24,169)	\$17,491-\$25,377
	Teacher-Category A1 0-11 years	\$22,189-\$37,446 (\$21,336-\$36,006)	\$22,403-\$37,807
	Teacher-Category A4 0-12 years	\$26,549-\$46,165 (\$25,528-\$44,389)	\$26,804-\$46,609

	Effective	Sept. 1/87	Feb. 1/88
	General Increases	4%	2.16%
	Teacher-Category D	\$18,191-\$26,392	\$18,584-\$26,963
	Teacher-Category A1	\$23,299-\$39,319	\$23,803-\$40,170
	Teacher-Category A4	\$27,876-\$48,473	\$28,479-\$49,522
Responsibility Allowances:	Increased in accordance with the general salary increases.		
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$80,00 (\$70,000) or 2 1/2 times salary, whichever is greater.</p> <p><u>Vision Care (new)</u> - Effective September 1, 1987, employer pays 90% of premium costs. Maximum claim is \$100 every 2 years.</p> <p><u>Dental Plan</u> - Effective after May 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective September 1, 1987, Blue Cross Plan No. 9 (7) or its equivalent, with coverage based on the 1987 O.D.A. fee schedule.</p>		
Travel Allowance:	Effective May 1987, 25¢ (24¢) per kilometre.		

Halton Roman Catholic Separate School Board at Burlington - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/87	Sept. 1/88
	Increases	average 4.8%	*
	Additional Adjustments	Principal/ Co-ordinator Levels A1, A2 and A3 deleted	
	Teacher-Level D 0-5 years	\$17,959-\$25,204 (\$17,224-\$23,819)	
	Teacher-Level A1 0-10 years	\$25,047-\$40,006 (\$24,047-\$37,697)	
	Teacher-Level A4 0-12 years	\$29,472-\$50,898 (\$28,265-\$48,461)	
	Principal/Co-ordinator 0-4 years	\$56,546-\$61,970 (\$53,210-\$58,314)	

* Increase to equal the percentage increase in the Consumer Price Index between July 1987 and July 1988.

Responsibility and Extra Degree Allowances:	Increased in accordance with the general salary increases.	
Bereavement Leave:	3 (1) days' paid leave upon death of aunt and uncle, and 3 days' paid leave upon death of niece and nephew (new).	
Health and Welfare:	<u>Life Insurance and A. D. & D., and Major Medical</u> - Effective September 1, 1988, employer pays 100% (95%) of premium costs.	
<u>Oxford County Board of Education at Woodstock - Ontario Secondary School Teachers' Federation (Ind.)</u>	A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 4 months.	
Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.5%
	Teacher-Group 1 0-11 years	\$23,697-\$38,847 (\$22,677-\$37,174)
	Teacher-Group 4 0-11 years	\$28,077-\$50,320 (\$26,868-\$48,153)
	Vice-Principal 0-3 years	\$57,055-\$60,357 (\$54,598-\$57,758)
	Principal 0-3 years	\$62,376-\$67,879 (\$59,690-\$64,956)
Responsibility Allowances:	Increased by 3%.	
Related Experience Allowance:	\$350 (\$340) per year of related experience to a maximum of \$3,500 (\$3,400) per year.	
Graduate Degree Allowances:	Increased by 3.8%.	
Bereavement Leave (new):	Up to 5 days' paid leave upon death of parent, sister, brother, spouse, common-law spouse, child, parent/daughter/son-in-law.	
Special Paid Day (new):	Up to 5 days leave deducted from cumulative annual sick leave credits as follows: <ul style="list-style-type: none">- 2 days upon death of grandparent, aunt, uncle, brother/sister-in-law- 1 day to write university examination during school hours- 1 day to attend child's, spouse's, or own convocation- 2 days for illness/accident involving child, spouse or common-law spouse- 2 days per quarter to attend to matters related to adoption- 3 days to attend Jewish, Moslem or Greek Orthodox religious activities falling on regular school day- 2 days for paternity leave.	

Health and Welfare: Major Medical - Effective January 1, 1988, coverage extended to include private room (semi-private) hospital accommodation.

Stormont, Dundas and Glengarry County Board of Education at Cornwall - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 330 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
	Increases	4.8% approx.	4.4% approx.*
	Teacher D 0-5 years	\$16,750-\$23,060 (\$15,985-\$22,005)	\$17,500-\$24,100
	Teacher-Group 1 0-11 years	\$23,000-\$39,000 (\$22,100-\$37,375)	\$24,015-\$40,755
	Teacher-Group 4 0-11 years	\$26,485-\$48,215 (\$25,410-\$46,160)	\$27,675-\$50,385

* If the increase in the Consumer Price Index from the June 1986 to the June 1987 index exceeds 4.5%, the September 1, 1987 salary increase will equal the increase in the CPI.

Responsibility Allowances: Increased by 4.4% in each year of the agreement.

Health and Welfare: Dental Plan - Effective September 1, 1987, coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Effective each January thereafter, coverage is updated to the O.D.A. fee schedule with a 4-year lag.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/87	Jan. 1/88
	General Increases	2.2%	2.8%
	Teacher-Group 1 0-10 years	\$22,878-\$37,778 (\$22,386-\$36,966)	\$23,519-\$38,839
	Teacher-Group 4 0-12 years	\$26,766-\$49,086 (\$26,190-\$48,030)	\$27,515-\$50,459
	<u>Vice-Principal</u> 0-3 years		
	'A' School	\$53,476-\$56,395 (\$52,325-\$55,181)	\$54,973-\$57,973

	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
'AA' School	\$54,448-\$57,367 (\$53,276-\$56,132)	\$55,973-\$58,973

Principal
0-3 years

'A' School	\$58,209-\$61,128 (\$56,956-\$59,812)	\$59,839-\$62,839
'AA' School	\$61,190-\$64,109 (\$59,873-\$62,729)	\$62,903-\$65,903

Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
General Increases	2.2%	2.5%
Teacher-Group 1	\$24,036-\$39,696	\$24,637-\$40,687
Teacher-Group 4	\$28,120-\$51,568	\$28,823-\$52,859

Vice-Principal

'A' School	\$56,182-\$59,248	\$57,587-\$60,731
'AA' School	\$57,204-\$60,270	\$58,634-\$61,778

Principal

'A' School	\$61,155-\$64,221	\$62,684-\$65,828
'AA' School	\$64,287-\$67,353	\$65,894-\$69,038

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Dental Plan - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective September 1, 1988, the 1987 O.D.A. fee schedule.

Windsor Roman Catholic Separate School Board - Local 210, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time caretakers, teacher aides, secretaries and office employees): Five 36-month renewal agreements effective from January 1, 1987 to December 31, 1989, covering 245 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Full-Time Caretakers*

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	General Increases	6.05%	4.4%	5.4%
	Caretaker	\$12.97 (\$12.23)	\$13.54	\$14.01

	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
Maintenance	\$13.83 (\$13.04)	\$14.43	\$15.19
Cost of Living Allowance:	Effective January 1, 1989, 1¢ per 0.25 point increase in the Consumer Price Index - 1971=100, using the December 1988 index as the base. Adjusted quarterly. Capped at 7.5%. (Previously, COLA Clause was inoperative.)		
Health and Welfare:	<u>Life Insurance for Retirees</u> - Benefit is \$8,000 (\$3,000). <u>Vision Care</u> - Maximum claim is \$100 (\$40) every 2 years.		
Safety Shoe Allowance (new):	\$40 per year for Maintenance and Utility Caretakers.		
	*Other units received various increases to wages and benefits, exclusive of the COLA provision.		

University of Toronto Governing Council - Faculty Association (Ind.): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 3,500 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>
	General Increases	4.2%	5%
	<u>Annual Rates</u>		
	Assistant Professor	\$30,000-\$51,000 (\$28,800-\$48,900)	\$31,500-\$53,600
	Associate Professor	\$36,900-\$66,200 (\$35,400-\$63,500)	\$38,700-\$69,500
	Professor	\$49,100 (\$47,100)	\$51,600

Paid Vacation (Librarians): 2 additional days after 5 years of service.

Health and Welfare: Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective July 1, 1988, the 1987 O.D.A. fee schedule.

Hamilton Public Library Board - Local 932, Canadian Union of Public Employees (CLC) (full-time, part-time and casual employees*): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 243 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

* Casual employees are now covered by the agreement.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.5%	4%
	General Duty Clerk	\$9.085-\$10.237 (\$8.694-\$9.796)	\$9.448-\$10.646
	Librarian II	\$15.997-\$18.347 (\$15.308-\$17.557)	\$16.637-\$19.081

Maximum rates are reached after 3 annual increases.

Health and Welfare: Vision Care - Effective June 1, 1987, maximum claim is \$100 (\$80) every 2 years.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Effective June 1, 1987, prostodontic services and crowns and bridges are added to the coverage with 50%-50% co-insurance and a maximum claim of \$500 per year. Effective January 1, 1988, orthodontic services are added with 50%-50% co-insurance and a maximum claim of \$1,000 per child to age 18 (new).

Continuation of Benefits (new) - Effective May 21, 1987, employer pays 100% of premium costs for employee who retires under the OMERS 90 factor, or between the ages of 55 and 65 with 10 years of service, and not covered by spouse, for life insurance, OHIP, extended health care and dental plan.

Meal Allowance: \$5.50 (\$5.25) after 2 hours of overtime.

Mileage Allowance: 22¢ (19.03¢) per kilometre or rates used by the Hamilton City Central Garage.

HEALTH AND WELFARE SERVICES

Etobicoke General Hospital - Local 162, Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from April 1, 1986 to March 31, 1988, covering 617 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
	General Increases	4%	4.25%
	<u>Full-time</u> Monthly Rates		
	Registered Nurse 0-7 years	\$2,422.11-\$2,759.92 (\$2,328.95-\$2,653.76)	\$2,525.05-\$2,877.22
	<u>Part-time*</u> Hourly Rates		
	Registered Nurse 0-7 years	\$14.89-\$16.99 (\$14.33-\$16.33)	\$15.54-\$17.71

Previous rates reflect a 2% increase effective October 1, 1985 as the result of a wage re-opener.

* Rates are exclusive of 14% payment in lieu of fringe benefits.

Overtime Pay (part-time): Time and one-half after 75 hours worked in a 2-week period (new), and after 7 1/2 hours per day (unchanged).

Standby Pay: Effective April 1, 1987, \$2.10 (\$2) per hour.

Sick Leave (full-time): Absence due to pregnancy related illness is considered sick leave (new).

London City Corporation, Dr. John Dearnness Home for Elder Citizens - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 244 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/87	Jan. 1/88
General Increases		47¢	44¢
Dietary Aide		\$9.63-\$10.15 (\$9.16-\$9.68)	\$10.07-\$10.59
R.N.A.		\$10.95-\$11.56 (\$10.48-\$11.09)	\$11.39-\$12.00
Electrician		\$12.95-\$13.59 (\$12.48-\$13.12)	\$13.39-\$14.03

Maximum rates are reached after two 6-month increases.

Shift Premium: 0-42¢-42¢ (0-40¢-40¢). Effective January 1, 1988, 0-45¢-45¢.

Paid Vacation: 6 weeks after 27 years of service (new).

Sick Leave: Effective January 1, 1988, 1 (1.5) day per month.

Health and Welfare: Weekly Indemnity Plan (new) - Employer pays 100% of premium costs. Benefit is 60% of regular earnings for up to 26 weeks.

Long Term Disability Plan (new) - Employer pays 100% of premium costs. Benefit is 65% of gross earnings to a maximum of \$2,000 per month.

Clothing Allowance: Effective January 1, 1988, \$9 (\$8) per month for full-time employees in a nursing classification.

Versa-Care Limited, Bestview Health Care Centres Inc., previously Beverly Enterprises Canada Limited at various Ontario cities - Christian Labour Association (Ind.): A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increase	5%	Wage and Benefits Re-opener
	Housekeeping Aide	\$9.40-\$10.09 (\$8.95-\$9.61)	
	Cook	\$10.50-\$11.15 (\$10.00-\$10.62)	
	R.N.A.	\$10.74-\$11.48 (\$10.23-\$10.93)	
	Maximum rates are reached after 3 annual increases.		
Paid Vacation (full-time):	Effective April 1, 1989, 4 (3) weeks at 6% after 5 years of service, 4 weeks at 8% after 9 (10) years and 5 weeks after 17 (18) years.		
Health and Welfare (full-time):	<u>Life Insurance</u> - Effective June 1, 1987, benefit is \$12,000 (\$5,000). <u>Vision Care</u> - Maximum claim is \$70 (\$60) every 2 years. <u>Dental Plan</u> - Coverage is based on the 1987 (1985) Ontario Dental Association fee schedule.		
Uniform Allowance:	Effective April 1, 1988, \$8.50 (\$8) per month for full-time employees and \$4.25 (\$4) for part-time employees. Effective April 1, 1989, \$9 and \$4.50 respectively.		

PERSONAL SERVICES

Canadian Pacific Hotels Corporation, Royal York Hotel, previously, Canadian Pacific Airlines Limited, Canadian Pacific Hotels Division, Royal York Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC)
(full-time and part-time employees): A 36-month renewal agreement effective from March 1, 1987 to February 28, 1990, covering 792 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/87</u>	<u>Mar. 1/88</u>	<u>Mar. 1/89</u>
	General Increases	4.5%	4.5%	5%
	Waiter/Waitress	\$5.08 (\$4.86)	\$5.31	\$5.57
	Dryclean Operator and Presser 1	\$10.76 (\$10.30)	\$11.25	\$11.81

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (maintenance services category): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 5,254 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/87

General Increase 4.37%

Additional Adjustments

Effective January 1, 1987, \$13.50 per week for Elevator Inspector 1, .5% for Occupational Health and Safety Inspector 1 & 2, and 39¢ per hour for Radio Operator 1-3.

Maintenance Electrician \$13.80-\$14.15
40 hours per week (\$13.22-\$13.56)

Weekly Rates

Operator 1, \$341.53-\$374.71
Bindery Equipment (\$327.23-\$359.02)
36 1/4 hours per week

Highway Equipment \$784.86-\$854.89
Supervisor 3 (\$752.00-\$819.10)
Minimum 36 1/4 hours
per week

Maximum rates are reached in annual steps on merit.

Tool Allowance: \$71 (\$65). Maintenance Mechanic 1-3 and Technician Equipment Development are now eligible.

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police at Oshawa - Police Association (Ind.) (uniformed employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 437 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/87 July 1/87

General Increases 4% 1.49%

Annual Rates

Constable \$28,617 \$29,043
4th Class (\$27,516)

Constable \$38,428 \$39,001
1st Class (\$36,950)

	<u>Jan. 1/87</u>	<u>July 1/87</u>
Staff Sergeant	\$46,114 (\$44,340)	\$46,801
Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
General Increases	4%	1.25%
Additional Adjustment	Staff Sergeant rate is 121% (120%) of 1st Class Constable rate	
Constable 4th Class	\$30,205	\$30,583
Constable 1st Class	\$40,561	\$41,068
Staff Sergeant	\$49,079	\$49,692

Shift Premium: Employee working a 3 or more shift rotation receives \$250 (\$225) annually. Effective January 1, 1988, \$290.

Paid Vacation: 5 weeks after 18 (20) years of service.

Clothing Allowance: \$800 (\$700) annually. Effective January 1, 1988, \$900.

London City Corporation - Local 107, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	52¢	48¢
	Additional Adjustment	Restructuring of wage schedule	
	Fork Lift Packer Helper	\$10.67 (\$10.15)	\$11.15
	Mechanic "A"	\$13.87 (\$13.35)	\$14.35

Shift Premium: Effective June 8, 1987, 40¢ per weekday hour worked between 3 p.m. and 8 a.m. (previously, 35¢ and 40¢ per weekday hour worked between 3 p.m. and 12 p.m., and 12 p.m. and 8 a.m., respectively). Effective January 3, 1988, 45¢.

Weekend Premium: Effective June 8, 1987, 80¢ (0-73¢-78¢) per hour worked. Effective January 3, 1988, 90¢.

Paid Vacation: 3 weeks after 3 (4) years of service, 5 weeks after 18 (22) years and 6 weeks after 27 years (previously, on one occasion only).

Health and Welfare: The following changes are effective June 1, 1987:

Major Medical - Annual deductibles are \$25 (\$10) and \$50 (\$20) for single and family coverage respectively. Employer pays premium costs for out of province and out of country coverage (new).

Vision Care - Maximum claim is \$120 (\$100) every 3 years.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Meal Allowance: \$5 (\$4) after 10 consecutive hours worked.

CONSTRUCTION

Metropolitan Toronto Independent Contractors, Low Rise Residential Construction - Local 46, Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	May 1/87	Oct. 1/87	May 1/88
General Increases		\$2.50	50¢	\$1.95
Journeyman		\$22.00	\$22.50	\$24.45
Plumber		(\$19.50)		

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension and other funds.

Welfare Fund: Employer contributes 85¢ (70¢) per hour earned. Effective May 1, 1988, \$1.

Pension Fund: Employer contributes 45¢ (25¢) per hour earned. Effective May 1, 1988, 65¢.

Ontario Form Work Association, province-wide - Form Work Council of Ontario, comprising Various Locals*, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL); and Local 506 (Construction Division), Labourers (AFL-CIO): A 24-month renewal agreement** effective from May 1, 1987 to April 30, 1989, covering 1,800 employees, settled with mediation assistance. Duration of negotiations - 2 months.

* Labourers Local 625, Windsor and Local 1089, Sarnia are now included in the agreement.

** Resulted from a joint settlement involving:

Toronto and Vicinity Residential Framing Contractors
Association

Metropolitan Toronto and Vicinity Residential Low-Rise Forming Contractors Association
 Metropolitan Toronto Apartment Builders Association
 Ontario Concrete and Drain Contractors Association
 Toronto Housing Labour Bureau
 Greenwall Forming Ltd., Cedar Forming Ltd. and Luna Construction and Forming Ltd.
 Independent Residential Housing Carpentry Companies.

Settlement summaries for each agreement covering 200 or more employees are listed on the following pages.

Package:	Effective	<u>May 4/87</u>	<u>Nov. 1/87</u>	<u>May 1/88</u>
	Increases			
<u>Labourers</u>	\$1.70-\$2.27 for Local 183, from \$2.69 reduction to \$1.44 increase for all other Locals	10¢ for Locals 183 and 506, 61¢ for Local 1036	Wage Re-opener for Locals 247, 493, 597 and 1036; \$1.53-\$1.75 for Local 183, and 74¢-\$1.67 for all other Locals	
<u>Operating Engineers</u>	\$1.34	45¢	\$1.81	
<u>Labourers</u>				
Form Helper Local 1059, London	\$14.52 (\$15.82)	\$14.52	\$15.92	
Layout Man Local 183, Toronto	\$23.48 (\$21.79)	\$23.58	\$25.33	
<u>Operating Engineers</u>				
Operator- Forklift	\$24.52 (\$23.18)	\$24.97	\$26.78	
Operator- Skyway Type Crane	\$26.20 (\$24.86)	\$26.65	\$28.46	

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare and pension funds.

Hours of Work
(Labourers):

Local 625, Windsor - 8 1/2 hours per day.

Local 1089, Sarnia - 8 1/2 hours per day Monday through Thursday and 8 hours on Friday or 42 hours per week.

Shift Premium:

Operating Engineers - 0-\$1.50-\$1.60 (0-\$1.25-\$1.35) per hour for 5 consecutive shifts from Monday to Friday inclusive.

\$1.50 (\$1.25) per hour for shift work involving precast erection.

Premium Pay: Operating Engineers - 4 (2) paid hours for crane inspection prior to starting work.

Vacation and Holiday Pay: Local 1059, London - 8% (10%) of gross earnings.

(Labourers): Local 1089, Sarnia - 8% of gross earnings.

Local 625, Windsor - 10% of gross earnings.

The following changes are effective May 4, 1987, unless stated otherwise.

Welfare Fund: Labourers - Employer contributes \$1.20 (\$1.10) per hour worked for Local 183, \$1.20 (\$1.22) for Local 506, 49¢ (39¢) for Local 527, \$1.06 (96¢) for Local 597, 32¢ (75¢) for Local 1059, 75¢ for Local 1089, and \$1.06 for Local 625. Effective May 1, 1988, \$1.25 for Local 183, 54¢ for Local 527, 40¢ for Local 1059, \$1.25 for Local 506.

Operating Engineers - Employer contributes 65¢ (55¢) per hour worked.

Pension Fund: Labourers - Employer contributes 50¢ (70¢) per hour worked for Local 506, 60¢ for Local 625, 50¢ (40¢) for Local 527, 60¢ for Local 1089. Effective November 1, 1987, 60¢ (50¢) for Local 183 and 60¢ for Local 506. Effective May 1, 1988, 70¢ for Local 183, 60¢ for Local 527, 40¢ (30¢) for Local 1059, and 70¢ for Local 506.

Operating Engineers - Employer contributes \$1.10 (\$1) per hour worked. Effective November 1, 1987, \$1.35.

Training Fund: Labourers - Employer contributes 5¢ (10¢) per hour worked for Local 597, 55¢ (45¢) for Local 837, 10¢ for Local 1089, and 5¢ (10¢) for Local 506. Effective May 1, 1988, 10¢ (5¢) for Local 183.

Operating Engineers - Effective May 1, 1988, employer contributes 17¢ (13¢) per hour worked.

Travel Allowance (Labourers): Local 625, Windsor - Free Zone - County of Essex - 15 miles from Windsor City Hall - \$5.37 per day for employee required to work outside the free zone area up to a distance of 20 miles in any direction. \$7.68 per day for work outside the 20 mile area to the Boundaries of Essex County. Free Zone - County of Chatham - 10 miles from Chatham City Hall - \$4.89 per day outside 10 mile radius. \$7.68 per day outside 20 mile limit.

Local 1089, Sarnia - Free Zone - 30 miles from Sarnia City Hall - 30¢ per kilometre for employee required to use his own transportation for travelling from job to job. 30¢ per km. for travel beyond the 30 mile zone and for work on projects 100 miles or more from home.

Board Allowance (Labourers): Local 1089, Sarnia - \$40 per day to a maximum of \$200 per week worked on jobs 50 miles or more from City Hall.

Metropolitan Toronto Apartment Builders Association - Local 183, Labourers (AFL-CIO):

A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 450 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/87</u>	<u>May 1/88</u>
	General Increases	\$1.52	\$1.57
	Apartment Builder	\$17.98 (\$16.46)	\$19.55

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare and pension funds.

Working Foreman Pay: \$1.25 (\$1) per hour above the average hourly wage rate paid to his crew.

Premium Classifications Pay: 40¢ (30¢) above the basic labourer's rate for pipe layers, concrete finishers and form erectors and setters.

Welfare Fund: Employer contributes \$1.20 (\$1.10) per hour worked. Effective May 1, 1988, \$1.25.

Pension Fund: Employer contributes 60¢ (50¢) per hour worked. Effective May 1, 1988, 70¢.

Ontario Concrete and Drain Contractors Association, OLCRB Area 8 - Local 183, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 748 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 3/87</u>	<u>May 1/88</u>
	<u>Labourers*</u>		
	Increases	\$2.54-\$3.91	\$1.35
	Labourer	\$19.03 (\$16.49)	\$20.38

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes \$1.20 (\$1.10) per hour worked. Effective May 1, 1988, \$1.25.

Pension Fund: Effective May 1, 1988, employer contributes 70¢ (50¢) per hour worked.

Training Fund: Effective May 1, 1988, employer contributes 10¢ (5¢) per hour worked.

Travel Allowance:	Effective	<u>May 3/87</u>	<u>May 1/88</u>
	Zone 1	Free Zone	
	Zone 2	\$8 (\$6)	\$10
	Zone 3	\$12 (\$10)	\$14
	Zone 4	\$18 (\$15)	\$20
	Zone 5	\$30 (\$25)	\$32

* Details of the package negotiated with the International Operating Engineers are not available.

Metropolitan Toronto and Vicinity Residential Low Rise Forming Contractors Association - Local 183, Labourers (AFL-CIO) (house basements):
A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 400 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/87</u>	<u>May 1/88</u>
	Increases	\$2.82-\$6.12	\$2.50 for Crew Leader; \$1.40 for all others
	Labourer	\$21.50 (\$18.66)	\$22.90
	Steel Installer	\$23.70 (\$20.25)	\$25.10

Package rates shown include wages, working dues, holiday and vacation pay, and employer contributions to welfare and pension funds. (Previously, working dues - 25¢ per hour worked - were not included in wage rates.)

Shift Premium: 0-62¢ (0-50¢).

Reporting Pay: Minimum 1 hour's pay for employee who reports for work and no work is available for any reason other than inclement weather (unchanged). Minimum 2 hours' pay for employee directed to report by employer but work is not available because of inclement weather (new).

Welfare Fund: Employer contributes \$1.20 (\$1.10) per hour worked. Effective May 1, 1988, \$1.30.

Pension Fund: Effective May 1, 1988, employer contributes 70¢ (50¢) per hour worked.

Training and Industry Funds: Employer contributes 10¢ (8¢) per hour worked. Effective May 1, 1988, 15¢.

Room and Board Allowance: \$40 (\$30) per day to a maximum of \$200 (\$150) for a 5-day week and \$240 (\$180) for a 6-day week.

Mileage Allowance: 30¢ (25¢) per kilometre.

Toronto and Vicinity Residential Framing Contractors Association at OLRB Area 8 - Local 183, Labourers (AFL-CIO) (housing carpentry): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 1,190 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Package:	Effective	<u>May 4/87</u>	<u>May 1/88</u>
	Increases	\$1.99-\$2.94	\$1.25
	General Labourer	\$19.20 (\$17.21)	\$20.45
	Carpenter	\$21.68 (\$18.74)	\$22.93

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Piece-Work Rates per Square Foot: Effective May 11, 1987, \$1.70 (\$1.33) for houses less than 1,600 (1,500) square feet, \$1.65 (\$1.28) for houses from 1,601 to 2,400 (1,510 to 2,500) square feet and \$1.55 (\$1.23) for more than 2,400 (2,500) square feet. Effective May 1, 1988, \$1.80, \$1.70 and \$1.65, respectively. An additional 5% (7%) of each rate is to be paid to cover cost of benefit package. Effective May 1, 1988, 6%.

Note: All former rates for work in progress as of May 11, 1987 were increased by 10%.

Vacation and Holiday Pay: 10% (9%) of gross wages.

Welfare Fund: Employer contributes \$1.20 (\$1.10) per hour worked. Effective May 1, 1988, \$1.25.

Pension Fund: Employer contributes 40¢ (20¢) per hour worked. Effective May 1, 1988, 50¢.

Training Fund: Effective May 1, 1988, employer contributes 10¢ (5¢) per hour worked.

Note: Package rates for an additional 450 employees of 94 independent housing carpentry contractors were adjusted to match the above rates.

Ontario Masonry Contractors Association at Ottawa - Local 527, Labourers (AFL-CIO) (mason tenders, residential construction): A 12-month renewal agreement effective from May 1, 1987 to April 30, 1988, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/87</u>
	General Increase	\$1.15
	Labourer - 6 stories and under	\$16.00 (\$14.85)

Package rates shown include wages, vacation and holiday pay and employer contributions to pension fund.

Pension Fund: Employer contributes 60¢ (50¢) per hour worked.

Toronto and District Carpentry Contractors Association at OLRB Areas 8 and 18 - Local 27, Carpenters (AFL-CIO) (residential high-rise construction): A 23 1/2-month renewal agreement effective from May 19, 1987* to April 30, 1989, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previous agreement expired April 30, 1987.

Package:	Effective	<u>May 19/87</u>	<u>May 1/88</u>
General Increases		\$2.56*	\$1.98
<u>Journeyman Carpenter</u>			
OLRB Area 18		\$20.65 (\$18.09)	\$22.63
OLRB Area 8		\$22.65 (\$20.09)	\$24.63

* Pension increase is effective May 1, 1987.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Pension Fund: Effective May 1, 1987, employer contributes \$1.70 (\$1.55) per hour worked.

Industry Fund: Employer contributes 30¢ (25¢) per hour worked.

Addenda

March 1987 Settlements

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 2,467 employees, settled at the post fact finder bargaining stage and ratified in March 1987. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Increases		4.9% for Teachers, 6.8% for Principals	5%
Teacher-Level 1 0-6 years		\$18,274-\$26,603 (\$17,420-\$25,360)	\$19,187-\$27,933

	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Teacher-Level 4 0-10 years	\$23,477-\$39,254 (\$22,380-\$37,420)	\$24,650-\$41,216
Teacher-Level 7 0-12 years	\$29,498-\$48,338 (\$28,120-\$46,080)	\$30,973-\$50,755
Principal 0-4 years Effective Sept. 1/87, 0-3 years		
Level 5	\$49,972-\$56,721 (\$46,790-\$53,110)	\$53,749-\$59,558
Level 6	\$51,189-\$58,569 (\$47,930-\$54,840)	\$55,678-\$61,498
Level 7	\$53,026-\$60,406 (\$49,650-\$56,560)	\$57,629-\$63,426

Responsibility
Allowances:

Principal

Secondary School	\$3,320 (\$3,160)	\$3,486
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Other than Secondary
School

- with over 950 students	\$3,320 (\$3,160)	\$3,486
- 800 to 949 students	\$2,625 (\$2,500)	\$2,756

Vice-Principal

- with over 950 students	\$5,830	\$6,122
- up to 949 students	\$5,328 (\$5,170)	\$5,594

Co-ordinator	\$4,820 (\$4,590)	\$5,060
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Consultant	\$3,370 (\$3,060)	\$3,540
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Department Head (new)	\$3,600	\$3,600
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Division Leader (new)	\$2,000	\$2,100
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Assistant Department Head (new)	\$1,690	\$1,775
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Sick Leave:

Maximum accumulation of 225 (200) sick leave credit days.

Health and Welfare: Life Insurance - Employer pays 80% (75%) of premium costs for additional optional coverage at 3 (2) times annual salary.

Continuation of Benefits - Effective March 31, 1987, employer continues to share premium costs for employee on 17-week maternity leave (new).

Travel Allowance: Teacher - 26¢ (25¢) per kilometre driven over 10,000 km. annually and Ministry of Education base rate for under 10,000 km. driven annually (unchanged).
Principal - \$998 (\$900) annually. Effective September 1, 1987, \$1,047.
Vice-Principal (new) - \$50 annually. Effective September 1, 1987, \$53.

Welland County Roman Catholic Separate School Board at Welland - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 650 employees, settled at the post mediation bargaining stage and ratified in March 1987. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
	General Increases	5%	5%
	Teacher-Level 1 0-6 years	\$16,573-\$23,508 (\$15,784-\$22,389)	\$17,402-\$24,684
	Teacher-Level 4 0-12 years	\$21,917-\$38,344 (\$20,873-\$36,518)	\$23,012-\$40,261
	Teacher-Level 7 0-13 years	\$26,812-\$47,439 (\$25,535-\$45,180)	\$28,152-\$49,811

Responsibility Allowances:	Minor Head	\$2,100 (new)
	Assistant Head	\$1,365 (new)
	Administrative Co-ordinator	\$840 (new)

All other responsibility allowances are increased in accordance with the general salary increases.

LOCAL ADMINISTRATION

Ottawa-Carleton Regional Municipality - Local 503, Canadian Union of Public Employees (CLC) (full-time, part-time and casual inside and outside employees): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 800 employees, settled at the bargaining stage and ratified in March 1987. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/87
	General Increase	4%

Jan. 1/87

Labour	\$11.51 (\$11.07)
Construction Safety Inspector	\$16.68 (\$16.04)

Shift Premium: 55¢ per hour worked if majority of shift hours fall between 5:30 p.m. and 8 a.m. (Previously, \$2.40 per shift.)

Paid Vacation: 4 weeks after 9 (10) years of service and 6 weeks after 27 (28) years.

Health and Welfare: Vision Care - Effective in April 1987, maximum claim is \$150 (\$75) every 2 years.

Dental Plan - Employer pays 75% of premium costs for equivalent of Blue Cross Rider #4, with 50%-50% co-insurance, maximum annual claim of \$1,000 per family member and maximum lifetime claim of \$3,000 per family member (new).

Mileage Allowance: 29¢ (28¢) per kilometre, with a minimum \$60 per month (new).

April 1987 Settlements

CLOTHING

L. Davis Textiles Co. Limited at Toronto - Clothing and Textile Workers

(AFL-CIO/CLC): A 36-month renewal agreement effective from April 24, 1987 to April 23, 1990, with wages retroactive to April 3, 1987, covering 200 employees, settled at the conciliation officer stage and ratified in April 1987. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 3/87*</u>	<u>Apr. 24/88</u>	<u>Apr. 24/89</u>
Increases				
Hourly Rated Employees		30¢	20¢	20¢
Piece Work Employees		6% on Apr. 1, 1987 base rates	3% non-compounded	3% non-compounded

* Effective April 10, 1987 for hourly rated employees.

Sample wage rates are not available.

Paid Vacation: 4 weeks after 17 (20) years of service.

Bereavement Leave: 3 days' paid leave upon death of mother or father residing outside of Canada and employee cannot attend the funeral. (Previously, 3 days to attend funeral only.)

Health and Welfare: Life Insurance - Effective June 1, 1987, benefit is \$8,000 (\$7,000). Effective May 1, 1988, \$9,000. Effective May 1, 1989, \$10,000.

PRIMARY METAL

American Motors (Canada) Inc., Holmes Foundry Division at Sarnia - Local 456, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from April 5, 1987* to March 31, 1990, covering 325 employees, settled during a work stoppage and ratified in April 1987. Duration of negotiations - 3 months.

* Previous agreement expired March 31, 1987.

Wages:	Effective	<u>Apr. 5/87</u>
	Increases	20¢-39¢
	COLA Travel	11¢
	COLA Fold-in	\$1.02
	Skilled Trades Adjustments	5¢
	Equity Adjustment	25¢ for Iron Temperature Recorder, Sand Iron Tester and Heat Treat Operator
	Core Assembler	\$11.45-\$13.24 (\$10.12-\$11.91)
	Millwright Journeyman	\$14.62-\$15.17 (\$13.07-\$13.62)

Maximum rates are reached after 545 calendar days with 5% increases after 180, 365 and 545 calendar days.

Cost of Living Allowance: \$1.02 was generated during the previous agreement plus 11¢ COLA travel for a total of \$1.13 folded into wages. Special Canadian Allowance of 30¢ to be added to the float on April 10, 1988, and 30¢ on April 9, 1989, for a total of 60¢.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the average index for January, February and March 1987 as the base. Adjusted quarterly. (Basic formula is unchanged.) Effective April 16, 1989, 1¢ per 0.125 point change in the CPI - 1981=100.

Shift Premium: 0-45¢-60¢ (0-40¢-50¢).

Health and Welfare: Life Insurance - Benefit is \$19,500 (\$18,000). Effective April 1, 1988, \$21,000. Effective April 1, 1989, \$22,500.

Life Insurance for Retirees - Benefit is \$3,500 (\$3,000).

A. D. & D. - Benefit is \$12,000 (\$11,500). Effective April 1, 1988, \$12,500. Effective April 1, 1989, \$13,000.

Weekly Indemnity - Benefit is \$315 (\$295) per week. Effective April 1, 1988, \$325. Effective April 1, 1989, \$345.

Long Term Disability - Benefit is \$1,050 (\$1,000) per month. Effective April 1, 1988, \$1,080. Effective April 1, 1989, \$1,130.

Transition Survivor Income Benefit - Maximum \$225-\$375 (\$175-\$300) depending on class.

Bridging Survivor Income Benefit - Maximum \$350 for surviving spouse with or without dependent child.

Major Medical - Plan provides for medically necessary chiropractic treatment beyond the OHIP treatment period. Effective April 1, 1988, additional types of prosthetics and durable medical equipment added.

Vision Care - Plan provides for an additional \$40 for the replacement of corrective lenses.

Drug Plan - Plan provides for product selection.

Dental Plan - Restorative cost refund is 100% (90%). Maximum lifetime orthodontic benefit is \$1,000 (\$800). Payment for certain routine procedures once every 9 (6) months. Effective April 1, 1988, coverage is extended to include retirees and surviving spouses of retirees.

Continuation of Benefits on Lay-off - Life Insurance, A. D. & D., Weekly Indemnity, Major Medical, Drug, Vision, and Hearing Aid coverage continue for 1-24 months depending on years of service. (Previously, coverage continued until the end of the month following lay-off and up to 12 months for OHIP.)

Continuation of Benefits for Disabled Employees - Life Insurance, A. D. & D., Survivor Income, Major Medical, Drug, Vision and Hearing Aid coverage continue at no cost to the employee while on Weekly Indemnity, Long Term Disability or W.C.B. leave. (Previously, coverage continued for up to 52 weeks for some benefits depending on disability.)

Pension Plan:

Future Retirees

Basic Monthly Benefit Per Month Per Year of Service/Normal Retirement - Varies by retirement date as shown:

For retirements effective:

Apr. 5, 1987 - Mar. 1988	\$18 (\$17)
Apr. 1988 - Mar. 1989	\$19
Apr. 1989 and thereafter	\$20

Supplementary Monthly Benefit Per Year of Service to a Maximum of 30 years - For retirements effective April 5, 1987, \$15.25 (\$14.25). Recipients of that benefit and

subsequent retirees will have the above benefit increased to \$16.25 effective April 1, 1988, and \$17.25 effective April 1, 1989. Payments are reduced by any statutory benefits and take into account the early retirement factor.

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date shown:

For retirements effective:

Apr. 5, 1987 - Mar. 1988	\$1,025 (\$935)
Apr. 1988 - Mar. 1989	\$1,115
Apr. 1989 and thereafter	\$1,205

General Terms

Earning Limitation:	Effective in 1988, earnings limit for "30-and-out" retirees receiving Special Allowances is \$8,800 (\$8,400). Effective in 1989, \$9,200. Effective in 1990, \$9,600.
Special Pension Payments:	Two lump sum payments to a maximum \$200 each for employees retiring prior to April 5, 1987 with 30 or more years of service payable in December 1987 and 1988; \$6.67 per year of service for retirees with less than 30 years of service, with a minimum of \$67. Surviving spouse receives 60% of the payment.
Restoration of Pensionable Service:	Credited service lost during lay-offs between 1957-1962 to be restored to a maximum 1,800 hours per taxable year for employees retiring on or after April 5, 1987.
Supplemental Unemployment Benefit Plan:	<u>Regular Weekly Benefit</u> - Maximum \$95 (\$85), except \$135 (\$115) in certain cases. <u>SUB Funding</u> - Employer contributes 10¢-22¢ (8¢-20¢) per hour depending on level of fund assets. Effective April 3, 1988, 11¢-23¢. Effective April 2, 1989, 12¢-24¢.
Safety Shoe Allowance:	Maximum \$55 (\$40) per year.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Local 1483, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 24-month renewal agreement effective from October 1, 1986 to September 30, 1988, covering 394 employees, settled at the conciliation officer stage and ratified in April 1987. Duration of negotiations - 7 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Apr. 1/87</u>
	General Increases	4%	21¢
	Assistant Caretaker	\$10.34-\$11.34 (\$9.94-\$10.90)	\$10.55-\$11.55

Plumber	\$17.34 (\$16.67)	\$17.55
Effective	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>
General Increases	4.5%	29¢
Assistant Caretaker	\$11.02-\$12.07	\$11.31-\$12.36
Plumber	\$18.34	\$18.63

Maximum rate for Assistant Caretaker is reached after one year.

Acting Pay: Assistant Caretaker assigned to relieve Head Caretaker for 5 (20) or more days receives 75% (2/3) of the difference between the Head Caretaker salary and own salary.

Sick Leave: Three emergency days per year may be deducted from sick leave credits (new).

Health and Welfare: Part-time Employees - Employer pays 50% of premium costs (new).

Clothing Allowance: \$132 (\$125) per year, except \$152 (\$145) for maintenance employees.

Stormont, Dundas and Glengarry County Board of Education at Cornwall - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 455 employees, settled at the post fact finder bargaining stage and ratified in April 1987. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	Increases	4.8% approx.	4.5% approx.*
	Teacher-Group 1 0-11 years	\$23,000-\$39,000 (\$21,955-\$37,215)	\$24,015-\$40,755
	Teacher-Group 4 0-11 years	\$26,485-\$48,215 (\$25,255-\$46,005)	\$27,675-\$50,385
	Vice-Principal 0-4 years	\$53,905-\$57,345 (\$51,440-\$54,720)	\$56,325-\$59,925
	Principal 0-4 years	\$60,810-\$64,370 (\$58,020-\$61,420)	\$63,545-\$67,265

* If the increase in the Consumer Price Index from the June 1986 to the June 1987 index exceeds 4.5%, the September 1, 1987 salary increase will equal the increase in the CPI.

Responsibility Allowances: Increased by 4.8% rounded to the nearest \$5.

Health and
Welfare:

Dental Plan - Effective September 1, 1987, employer pays 50% of premium costs for rider covering root canal work. Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Effective each January thereafter, coverage is updated to the O.D.A. fee schedule with a 4-year lag.

HEALTH AND WELFARE SERVICES

Mount Sinai, North York General, Toronto East General and Orthopaedic Hospitals and Sunnybrook Medical Centre at North York and Toronto - Locals 204 and 777, Service Employees International (AFL-CIO/CLC) (full-time and part-time office and clerical employees): Five 24-month renewal agreements effective from October 1, 1986 to September 30, 1988, covering 942 employees, settled by arbitration in April 1987. Duration of negotiations - 7 months.

Wages:

Effective	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>
Increases	5% or 50¢ per hour, whichever is greater	4.5% or 45¢ per hour, whichever is greater

Sunnybrook Medical Centre

Grade I (includes Clerk Messenger)	\$8.812-\$9.768 (\$8.312-\$9.268)	\$9.262-\$10.218
Grade VI (includes Health Records Technician)	\$10.592-\$11.628 (\$10.088-\$11.074)	\$11.069-\$12.151

Maximum rates are reached after 3 annual increases.

North York General - Effective April 23, 1987, wage grid is to be compressed to 4 steps for classifications where 5 levels now exist. Maximum rates for employees affected will be reached after 3 (4) annual increases.

Part-time Employees - 1,725 (1,950) hours paid equals one year of service for the purposes of accumulation of seniority, progression on the wage grid and on the vacation schedule.

Shift Premium:

Effective April 23, 1987, 0-45¢-45¢. (Previously, \$2.62 per shift at Sunnybrook and \$2.45 per shift at all other hospitals.)

Pay For Work on
Paid Holidays
(excluding
Sunnybrook):

Time and one-half plus holiday pay or equivalent time off for regularly scheduled hours worked and double time for hours worked in excess of regularly scheduled hours. (Previously, time and one-half plus holiday pay or equivalent time off for all hours worked.)

Paid Vacation
(full-time):

2 weeks for employee with less than 1 year of service, 3 weeks after 3 years, 4 weeks after 8 years and 5 weeks after 17 years. (Unchanged for Sunnybrook. Previously, for the other hospitals, .83 days per month of service for employees with less than 1 year of service, 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years and 5 weeks after 20 years.)

Vacation Pay (part-time):	4% of gross earnings for employee with less than 5,175 (5,850) hours of service, 6% after 5,175 (5,850) hours, 8% (new) after 13,800 hours and 10% (new) after 29,325 hours of service.
Paid Maternity Leave:	Effective April 23, 1987, maximum 15 weeks at the difference between 75% of wages and UIC benefit, paid after a 2-week waiting period (new for all hospitals except Sunnybrook).
Health and Welfare (full-time):	<u>Semi-Private Hospitalization</u> - Effective October 1, 1987, employer pays 100% of premium costs. (Previously, 75% at North York and Sunnybrook and 50% at Mount Sinai and Toronto East General.) <u>Hearing Aid (new)</u> - Effective October 1, 1987, \$300 maximum lifetime claim per person.
Payment in Lieu of Fringe Benefits (part-time):	14% (12%) of straight time hourly rate at Toronto East General hospital. 13% of straight time hourly rate at Sunnybrook.
Transportation Allowance (new):	35¢ per mile to a maximum of \$14 for employee required to travel to the hospital or to return home as a result of reporting to or off work between the hours of 12 midnight and 6 o'clock in the morning, or at any time while on standby.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River - Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 285 employees, settled at the bargaining stage and ratified in April 1987. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	3%	2.9%
	Additional Adjustments	Some restructuring of wage schedule	
	Labourer	\$10.76-\$11.08 (\$10.41-\$10.55)	\$11.07-\$11.41
	Process Operator	\$14.72-\$15.15 (\$14.29-\$14.42)	\$15.13-\$15.59
	Maximum rates are reached after two 6-month and one 12-month increase (previously after one 6-month increase).		
Shift Premium:	0-39¢-47¢ (0-38¢-46¢). Effective April 1, 1988, 0-40¢-49¢.		
Saturday/Sunday Premium:	50¢ (49¢) per hour for regularly scheduled work on Saturday and \$1.19 (\$1.16) per hour on Sunday. Effective April 1, 1988, 52¢ and \$1.23 respectively.		
Call-back Pay:	Minimum 4 (3) hours' pay at time and one-half.		

Sick Leave:	Effective April 1, 1988, cumulative credit of 5 (4) days per year provided there is no increase in absence rate.
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is payable on first (fourth) day of absence. <u>Dental Plan</u> - Coverage is based on the 1987 Ontario Dental Association fee schedule. Effective April 1, 1988, the 1988 O.D.A. fee schedule.
Travelling Allowance:	Maximum 6 (10) hours at the regular rate for travel time outside normal working hours on regular working day, maximum 8 (10) hours at time and one-half on a day of rest and the regular rate of pay for additional travel time to a maximum of 6 hours (new).
Technological Change:	Employer will meet with the union before the introduction of new equipment, processes or methods which are likely to affect a significant number of employees. The parties will discuss proposed changes including the minimization of adverse effects resulting from such changes through retraining or other such means that may be feasible and appropriate to the circumstances. (Previously, dealt with under the Canada Labour Code.)
Termination Pay:	<u>Due to Lay-off</u> - Maximum 30 (28) weeks' pay for first lay-off and 30 (27) weeks' pay, less any amounts granted previously, for second and subsequent lay-offs. <u>Voluntary Resignation Before Retirement (new)</u> - One-half week's pay per year of service, less any previous termination compensation, to a maximum of 15 weeks. <u>Retirement</u> - One week's pay per year of service to a maximum of 30 weeks for employee who, on retirement, is entitled to an immediate annuity or an employee at age 55 entitled to an immediate annual allowance under the Public Service Superannuation Act (new). <u>Due to Death (new)</u> - One-half week's pay per year of service to a maximum of 15 weeks payable to the widow/widower or estate of the employee.

LOCAL ADMINISTRATION

Peel Regional Board of Commissioners of Police at Mississauga - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 824 employees, settled at the bargaining stage and ratified in April 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>	<u>Jan. 1/88</u>
	Increases			
	Cadets and Constables	4.5%	1.13%	4.5%
	Sergeants	8.48%	.96%	4.5%

	<u>Jan. 1/87</u>	<u>July 1/87</u>	<u>Jan. 1/88</u>
<u>Annual Rates</u>			
Cadet- 3rd Class	\$19,907 (\$19,050)	\$20,132	\$21,038
Constable- 3rd	\$30,190 (\$28,890)	\$30,531	\$31,905
Constable- 1st Class	\$38,612 (\$36,949)	\$39,050	\$40,807
Staff Sergeant	\$48,100 (\$44,340)	\$48,560	\$50,745

Acting Pay: Employee, except Cadet, assigned duties at a higher rank in a special bureau for more than 6 months receives a percentage of the first class constable's salary depending on length of assignment as follows: 2% at 6 months, 4% at 12 months and 8% at 24 months. (Previously, 6-12 months, 20% of wage differential; 12-24 months, 40%; over 24 months, 80%.)

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Weekly Indemnity - New plan provides employee with one year of service 800 paid hours per year, with the first 40 hours at 100% of salary, and the remaining 760 hours at 66 2/3%. Additional hours pro-rated according to years of service, up to a maximum of 800 hours for employee with 15 or more years of service. (Previously, 1-1-3-52 plan payable at 66 2/3% of salary for employees hired after January 1, 1980. For employees hired prior to 1980, sick leave plan with accumulation of 12 hours per month of service.)

Long Term Disability Plan (new) - Employer pays 100% of premium costs. Benefit is 66 2/3% of salary after a waiting period of 17 weeks.

Dental Plan - Effective May 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective in 1988, the 1987 O.D.A. fee schedule.

Continuation of Benefits for Retirees - Employer pays 100% of premium costs for Dental Plan and for Life Insurance with \$10,000 benefit to age 65 or for 10 years, whichever is lesser (new).

Clothing Allowances: \$750 (\$650) per year for civilian attire. Effective January 1, 1988, \$800. \$200 per year for plainclothes/old clothes attire (new).

Dry Cleaning Allowance: \$200 (\$170) per year. Effective January 1, 1988, \$225.

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JUNE 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	186
June 1987 Settlements	
Food and Beverage	190
Wood	190
Paper and Allied	192
Printing, Publishing and Allied	193
Primary Metal	196
Transportation Equipment	198
Electrical Products	200
Non-Metallic Mineral Products	205
Miscellaneous Manufacturing	208
Mines	211
Communication	212
Finance, Insurance and Real Estate	212
Education and Related Services	213
Health and Welfare Services	225
Services to Business Management	228
Personal Services	229
Provincial Administration	230
Local Administration	231
Construction	237
Addenda	
March 1987 Settlement	238
April 1987 Settlements	238
May 1987 Settlements	242

Highlights

Paperworkers

Abitibi-Price Inc. and the Canadian Paperworkers Union signed a master settlement covering 4,700 employees at nine mills in three provinces, including 2,100 employed under seven contracts at four Ontario mills. The new terms called for hourly wage increases of 25¢ and 45¢ in the first and second years respectively, followed by a 4.5% raise in the third contract year ending April 30, 1990. Shift differentials were increased by 5¢ an hour, to 55¢ for the evening shift in May 1988 and 40¢ for the afternoon shift in May 1989. Among other benefit improvements were:

- o A reduction in service requirements for 6 weeks of paid vacation;
- o A number of improvements in insurance benefits, such as increases in post-retirement life insurance, long term disability pay, and OHIP and Extended Health Care premiums, a revised supplementary health care plan, with new benefits for orthopaedic shoes and eye glasses, and an expansion of the dental plan;
- o A company-wide pension plan, renegotiated, and extended over the period of the current and next agreements. The new terms introduced pension indexing at 50% of the annual inflation rate, up to a maximum of 5%, and improved early retirement benefits, including:
 - an option of unreduced pension at age 58 for employees with at least 20 years of service, and revised benefit discount factors for those aged 55 to 57,
 - increased bridging benefits,
 - a freeze on the maximum CPP offset.

Steelworkers

Settlements between Stelco Inc. and the United Steelworkers of America covering 12,000 steelworkers at all of the company's plants in Ontario, Alberta and Quebec were reached two months prior to the expiry of the current agreements on August 1, 1987. Over the three-year term of the new agreements, there will be no base wage increases except for the immediate inclusion into the hourly rates of past cost-of-living payments totalling \$1.18. The COLA provision was maintained, to provide quarterly adjustments of 1¢ per 0.3 point rise in the Consumer Price Index (1971=100). Any additional COLA payments are to be incorporated into wages at the end of the second and third contract years. Other changes included:

- o Work scheduling revisions stipulating the introduction of 7-day continuous operations at finishing plants when additional orders are secured. The employees affected will receive a one-time \$5,000 lump sum payment in return for changing voluntary weekend overtime into scheduled work at regular pay;
- o A four-year reduction to 15 years in service requirements for five weeks of paid vacation, and a three-year reduction to 22 years of service for six weeks, both effective in January 1988;
- o Increased health and welfare insurance including higher weekly indemnity benefits, vision care and hearing aid claims, orthodontic services for dependent children and updating each January of the dental fee schedule;

- o An \$11 increase in the basic pension benefit to \$28 per month per year of service, along with a new option of full pension regardless of age for employees with 30 years of service;
- o An increase in the employer contribution to the Supplemental Unemployment Benefit fund, to 6¢ per straight time hour worked.

Municipal Employees

Three municipal settlements ratified in June brought to 30 the number of agreements between the Canadian Union of Public Employees and major local governments in Ontario concluded during the past six months. The majority of the new pacts were of a two-year duration and generally provided annual wage/salary increases ranging from 4% to 4.5% in each year. Six of the eight Toronto area settlements also called for a conditional wage reopener in the second year, if the Consumer Price Index increases by more than 5.5% above the December 1987 index.

Major changes negotiated by CUPE Locals 43 and 79 on behalf of their 14,200 members with the City of Toronto and Metropolitan Toronto Municipality included:

- o Wage increases of 4.5% in the first year and 4% in the second year, with a conditional wage reopener;
- o An increase in shift and weekend premium rates, bringing them in 1988 to 46 and 92¢ respectively;
- o A reduction to 17 years in service requirements for five weeks of paid vacations;
- o A new paid maternity leave for eligible full-time and part-time employees at the difference between 75% of regular earnings and unemployment benefits;
- o Improvements in welfare benefits including a new dental rider covering caps and crowns, increased long term disability benefit in January 1988, and a higher vision care claim;
- o Extension of paid health and welfare benefits coverage to Metro temporary employees, early retirees up to age 65, employees on maternity leave and long term disability, as well as dependent children over age 21 who are full-time students;
- o Higher clothing, mileage and tool allowances for eligible members.

Job security, regional wage parity, and job classification revisions, along with pay equity adjustments to reduce gender-based wage disparities were issues in this year's CUPE bargaining. As a result, a number of the new settlements included provisions intended to deal with the inequity problems. In Etobicoke, in addition to annual increases of 4.5% and 4%, the City agreed to upgrade job classifications for some of its 660 outside workers and provide an adjustment of \$1 per hour for Cashier.

Four agreements with Hamilton City and Hamilton-Wentworth Region for 1,500 members of inside and outside units matched the Toronto wage increase pattern. The outside workers' contracts also called for an additional 1% of annual wage costs of the 2 units to be used for upgrading of positions identified by a joint job evaluation study.

Index to Settlements Reported, June 1987

Employer and Location	Union	Page
Abitibi-Price Inc., La Compagnie Price Limitee, La Compagnie Gaspesia Limitee, Ontario, Quebec and Newfoundland	Cdn. Paperworkers (CLC) (mill empls.)	192
Allied Corp. (Signal), Certified Brakes Div., Mississauga	United Steelworkers (AFL-CIO/CLC)	198
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River	Office and Professional Empls. (AFL-CIO/CLC)	228
Bethany Lodge and 9 other nursing homes at London and district	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	226
Brant County Board of Education, Brantford	Ont. Secondary School Teachers' Fed. (Ind.)	213
Bruce County Board of Education, Chesley	Ont. Secondary School Teachers' Fed. (Ind.)	214
Canadian Broadcasting Corp., system-wide	Newspaper Guild (AFL-CIO/CLC)	212
Canadian National Institute for the Blind, Ontario Div., province-wide	Service Employees Intl. (AFL-CIO/CLC)	229
Carleton Board of Education, Nepean	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	240
Dickenson Mines Ltd., Balmertown	United Steelworkers (AFL-CIO/CLC)	211
Domglas Inc., Hamilton	Aluminium, Brick and Glass Workers (AFL-CIO/CLC) (plant and warehouse empls.)	205
Dubreuil Brothers Ltd., Dubreuilville	Employees Assn. (Ind.)	190
Durham Board of Education, Oshawa	CUPE (CLC) (full-time and part-time custodial, maintenance, cafeteria empls. and drivers)	214
Eaton Yale Ltd., Controls Div., St. Thomas	United Steelworkers (AFL-CIO/CLC)	202
Electrohome Ltd., Cambridge	Cdn. Auto Workers (CLC)	243
Essex County Roman Catholic Separate School Board, Essex	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary teachers)	215

Index to Settlements Reported, June 1987

Employer and Location	Union	Page
Etobicoke City Corp.	CUPE (CLC) (outside empls.)	231
Fisher Controls Co. of Canada Ltd., Woodstock	Cdn. Auto Workers (CLC)	208
Ford Glass Ltd., Scarborough	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	206
Four Seasons Hotels Inc., Four Seasons Yorkville, Toronto	Textile Processors (Ind.)	230
General Tire Canada Ltd., Diversitech General Div., Welland	Rubber Workers (AFL-CIO/CLC)	238
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	216
Hamilton City Corp. and Hamilton-Wentworth Regional Municipality, Hamilton	CUPE (CLC) (outside empls.)	232
Hastings-Prince Edward County Roman Catholic Separate School Board, Belleville	Ont. English Catholic Teachers' Assn. (Ind.)	244
Huron County Board of Education, Clinton	Ont. Secondary School Teachers' Fed. (Ind.)	217
Inglis Ltd., Cambridge	Communications-Electrical Workers (CLC)	200
International Malleable Iron Co. Ltd., Guelph	United Steelworkers (AFL-CIO/CLC)	242
Lancia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	190
Lennox and Addington County Board of Education, Napanee	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers Fed. (Ind.)	218
Lincoln County Board of Education, St. Catharines	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	218
Metropolitan General Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC) (full-time, part-time and casual service empls.)	225
Metropolitan Toronto Municipality, Homes for the Aged	CUPE (CLC) (part-time empls.)	227

Index to Settlements Reported, June 1987

Employer and Location	Union	Page
Northumberland and Newcastle Board of Education, Cobourg	Ont. Secondary School Teachers' Fed. (Ind.)	219
Ontario Carpentry Contractors Assn., province-wide except OLRB Areas 1 and 19 to 25 inclusive	Carpenters (AFL-CIO) (residential low rise construction)	237
Ontario Government, province-wide	Ont. Provincial Police (Ind.) (police officers)	230
Peel Board of Education, Mississauga	Ont. Secondary School Teachers' Fed. (Ind.)	220
Perth County Board of Education, Stratford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	221
Perth County Board of Education, Stratford	Ont. Secondary School Teachers' Fed. (Ind.)	221
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec	Intl. Operating Engineers (AFL-CIO/CFL)	247
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec	Labourers (AFL-CIO)	242
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec	Plumbers (AFL-CIO/CFL)	238
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec	Teamsters (Ind.)	247
Property Management Service Organization, Toronto	Labourers (AFL-CIO)	212
Renfrew County Board of Education, Pembroke	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	222
Renfrew County Board of Education, Pembroke	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	222
Robertshaw Controls Canada Inc., Toronto	Electrical Workers (UE) (CLC)	209
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	240

Index to Settlements Reported, June 1987

Employer and Location	Union	Page
Schlumberger Canada Ltd., Sangamo Canada Div., Toronto	Machinists (AFL-CIO/CLC) (production, maintenance and shipping empls.)	202
Stelco Inc., Hamilton, Brantford and Burlington	United Steelworkers (AFL-CIO/CLC)	196
Stelco Inc., Ont., Que. and Alberta	United Steelworkers (AFL-CIO/CLC)	198
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.) (uniformed and civilian empls.)	234
Toronto City Corp., Metro Toronto Municipality and Metro Toronto Licensing Commission	CUPE (CLC) (inside and outside empls.)	234
Toronto Star Newspapers Ltd., Toronto	Graphic Communications Union and Machinists (AFL-CIO/CLC), and Electrical Workers (IBEW) (AFL-CIO/CFL) (production empls.)	193
Toronto Star Newspapers Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC) (non-printing empls.)	195
Trans Nation Inc., King Edward Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	246
Transelectrix Technology Inc., Transformer Div., Hamilton	Electrical Workers (UE) (CLC)	203
UTDC Inc. - Can-Car Thunder Bay Works, Thunder Bay	Cdn. Auto Workers (CLC)	199
Waterloo Regional Board of Commissioners of Police, Kitchener	Police Assn. (Ind.) (police officers)	237
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	223
Windsor Heavy Construction Assn., Kent and Essex Counties	Teamsters (Ind.), Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	247
Woodbridge Foam Corp., Tilbury	Cdn. Auto Workers (CLC)	210
York Region Board of Education, Aurora	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	224
York Region Board of Education, Aurora	Ont. Secondary School Teachers' Fed. (Ind.)	241

FOOD AND BEVERAGE

Lancia-Bravo Foods at Toronto - Local P530-2, Food and Commercial Workers

(AFL-CIO/CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 18, 1987 to January 17, 1989, covering 210 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 18/87</u>	<u>Jan. 18/88</u>
	General Increases	4%	40¢
	Additional Adjustments	Some classification adjustments	
	Packer	\$9.29 (\$8.93)	\$9.69
	Mechanic A (Licensed)	\$13.18 (\$12.67)	\$13.58
Shift Premium:	0-25¢-30¢ (0-23¢-28¢).		
Paid Holidays:	Effective in 1988, Easter Monday is added for a total of 12 (11) days.		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective June 14, 1987, benefit is \$15,000 (\$13,000).		
	<u>Dental Plan</u> - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. 70%-30% (60%-40%) co-insurance for basic/major coverage.		
Pension Plan:	<u>Basic Benefit</u> - \$13 (\$12) per month per year of service.		
Safety Shoe Allowance:	Effective June 14, 1987, \$32 (\$29) for one pair per year.		
Out-of-Town Meal Allowance:	\$23 (\$19) for truck drivers and helpers for overnight deliveries.		
Safety Prescription Glasses (new):	\$50 every 2 years.		

WOOD

Dubreuil Brothers Limited at Dubreuilville - Employees' Association (Ind.): A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
	General Increases	40¢	30¢	Subject to average increase

	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>	<u>Sept. 1/89</u>
Additional Adjustments	Some classifications deleted		negotiated by Lecours Lumber, United Sawmill and Mallette Lumber on this date
Heavy Equipment Operators Adjustment	21¢ to 51¢	21¢ to 51¢	21¢ to 51¢
General Labour	\$12.99 (\$12.59)	\$13.29	
Mechanic Class A	\$16.10 (\$15.70)	\$16.40	

Previous rates include a 25¢ general increase on September 1, 1986, equal to the average increase negotiated by Lecours Lumber, United Sawmill and Mallette Lumber in Northern Ontario, as agreed to during the previous agreement.

Shift Premium: 0-35¢-37¢ (0-34¢-36). Effective September 1, 1988, 0-36¢-38¢.

Lead Hand Premium: Effective June 29, 1987, 25¢ (15¢) per hour. Effective September 1, 1987, 35¢. Effective September 1, 1988, 40¢.

Overtime Pay: Effective June 29, 1987, maximum 4 hours' pay at overtime rates if scheduled overtime is cancelled.

Change of Schedule Premium (new): Effective June 29, 1987, time and one-half for the first day of new schedule.

Paid Vacation: Effective June 29, 1987, 5 (4) weeks at 10% after 15 years of service and 6 (5) weeks at 12% after 20 years.

Bereavement Leave: Effective June 29, 1987, 5 (3) days' paid leave upon death of spouse and child and 1 (3) days' paid leave upon death of grandparent.

Health and Welfare: Life Insurance - Effective September 1, 1988, benefit is \$25,000 (\$22,500).

Weekly Indemnity - Benefit is \$318 (\$295) for sawmill employees and \$330 (\$295) for forest operation employees. Any further increases will be equivalent to the increases negotiated by Lecours Lumber, United Sawmill and Mallette Lumber.

Long Term Disability - Effective June 29, 1987, maximum benefit for forest operation employees is \$1,200 (\$1,100). Effective September 1, 1988, maximum benefit is \$1,150 (\$1,100) per month for all other employees.

Dental Plan - Effective June 29, 1987, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective September 1, 1988, the 1987 O.D.A. fee schedule. Effective September 1, 1989, the 1988 O.D.A. fee schedule.

Safety Shoe Allowance: Effective June 29, 1987, \$17 (\$15) once or twice per year depending on classification.

Tool Allowance: Effective June 29, 1987, employer reimburses 2% of cost of tools in excess of \$3,000 every year (new).

Tool Insurance: Effective June 29, 1987, benefit is \$1,400 (\$1,200).

Training/Apprenticeship Pay (new): Effective June 29, 1987, employee receives the difference between UIC and weekly salary.

Severance Pay: Effective September 1, 1988, one week's pay per year of continuous service to a maximum 30 weeks for employee with 3 or more years of continuous service terminated due to technological change (new).

PAPER AND ALLIED

Abitibi-Price Inc., La Compagnie Price Limitee, La Campagnie Gaspesia Limitee in Ontario, Quebec and Newfoundland - Various Locals, Canadian Paperworkers (CLC) (mill employees): In Ontario, seven 36-month renewal agreements effective from May 1, 1987 to April 30, 1990, covering 2,100 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	May 1/87	May 1/88	May 1/89
General Increases		25¢	45¢	4.5%
Yard Labourer		\$14.26 (\$14.01)	\$14.71	\$15.37
Journeyman "A"		\$18.39 (\$18.14)	\$18.84	\$19.69

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Paid Vacations: Effective January 1, 1988, 6 weeks after 25 (27) years of service.

Health and Welfare: Life Insurance for Retirees - Benefit is \$4,000 (\$2,500).

OHIP and Extended Health Care - Employer pays 100% of premium costs of the prevailing rates up to April 30, 1990. (Previously, employer paid 100% of premium costs to April 30, 1987.)

Supplementary Health Care - Treatment by a licensed chiropractor up to \$15 per visit and up to \$25 per disability for x-rays, maximum \$300 per year. (Previously, \$7 per visit maximum 30 visits per year.) \$50 once per year for prescribed orthopaedic shoes (new).

Long Term Disability - Maximum benefit is \$2,000 (\$1,800) per month.

Vision Care (new) - Maximum claim is \$75 per family member every 2 years.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Maximum lifetime claim for orthodontic services is \$1,000 (\$500). Dependent unmarried children attending school are covered to age 25 (21). Mentally or physically handicapped children deemed eligible are covered for life (new).

Pension Plan
(Abitibi-Price
Inc.):

Basic Benefit - Maximum CPP offset is frozen at 21/35. Pensions are indexed at 50% of the annual rate of inflation and capped at 5% per year. (Previously, adjusted 5% per year.)

Early Retirement Benefit -

<u>Retirement Age</u>	<u>% of Regular Pension Benefit</u>
55	76% (50%)
56	84% (55%)
57	92% (60%)

Employee aged 58 or 59 with a minimum 20 years of service receives \$22 per month per year of service to a maximum 30 years to age 60 (new), and thereafter receives the regular bridging benefit. Effective May 1, 1990, \$24.

Regular Bridging Benefit - Employee who retires after reaching age 60 receives \$15 (\$18) per month per year of service.

Safety Shoe
Allowance:

\$40 (\$25) per year.

PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Limited at Toronto - Locals N-1 and 500M, Graphic Communications Union (AFL-CIO/CLC), Local 235 Machinists (AFL-CIO/CLC) and Local 353, Electrical Workers (IBEW) (AFL-CIO/CFL) (pressmen, paperhandlers, platemakers, mailers, photo-engravers, machinists and electricians): Six 30-month renewal agreements effective from January 1, 1987 to June 30, 1989, covering 485 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 3/87</u>
	General Increase	6%	
	Additional Adjustment		\$5 per week for Journeyman Photo- Engraver

	<u>Jan. 1/87</u>	<u>July 3/87</u>
<u>Weekly Rates, Day Shift</u>		

Journeyman	\$623.34	
Paperhandler	(\$588.06)	
Journeyman	\$629.96	
Mailer	(\$594.30)	
Journeyman	\$719.79	\$724.79
Photo-Engraver	(\$679.67)	
Journeyman	\$729.13	
Pressman,	(\$687.86)	
Machinist and		
Platemaker		
Journeyman	\$780.49	
Electrician	(\$736.31)	

Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
General Increases	6%	4%
Journeyman	\$660.74	\$687.17
Paperhandler		
Journeyman	\$667.76	\$694.47
Mailer		
Journeyman	\$767.32	\$797.36
Photo-Engraver		
Journeyman	\$772.88	\$803.79
Pressman,		
Machinist and		
Platemaker		
Journeyman	\$827.32	\$860.41
Electrician		

The following changes are effective on the date of signing, unless indicated otherwise.

Lump Sum Payments:	\$1,000 for full-time employees and pro-rated for part-time employees. Effective January 1, 1989, \$500.
Shift Premium:	Night and lobster shifts increased by \$5. Effective January 1, 1988, increased by \$5.
Bereavement Leave:	5 (3) days' paid leave upon death of parent, step-parent, legal guardian, brother, sister, step-child, grandparent, grandchild and parent/brother/sister-in-law.
Paid Maternity Leave (new):	Wages equivalent to UIC benefit for the 2-week waiting period.

Health and
Welfare:

Life Insurance - Benefit is \$6,000 (\$5,000).

A. D. & D. (new) - Benefit is \$100,000.

Vision Care (new) - Effective July 1, 1987, employer pays 100% of premium costs. Maximum claim is \$120 every 2 years.

Major Medical - Employer pays 100% (90%) of premium costs.

Dental Plan - Effective July 1, 1987, coverage is based on the 1987 (1985) Ontario Dental Association fee schedule. Effective January 1, 1988, 75%-25% (50%-50%) co-insurance for prostodontic and major restorative services.

Continuation of Benefits - OHIP, Major Medical, Dental and Life Insurance coverage continues for up to 6 months for employee on maternity leave (new).

Pension Plan:

Employer Contribution - \$16 per week for all employees. (Previously, \$5 per week for mailers and \$11 per week for all other employees.)

Mileage
Allowance:

25¢ (18.1¢) per kilometre when requested to use own vehicle during the course of duty.

Tool Allowance:

\$85 (\$65) per year for electricians and \$200 (\$165) per year for Machinists. Effective January 1, 1988, \$90 per year for electricians.

Toronto Star Newspapers Limited at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC) (non-printing employees): A 30-month renewal agreement effective from January 1, 1987 to June 30, 1989, covering 1,500 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:

Effective	Jan. 1/87	Jan. 1/88
Increases	6% with a minimum of \$30 per week	6%
Additional Adjustments	Some job classification adjustments	
<u>Minimum Weekly Rates</u>		
Office Messenger	\$326.70-\$370.12 (\$296.70-\$340.12)	\$346.30-\$392.33
District Representative	\$521.31-\$764.02 (\$491.31-\$720.77)	\$552.59-\$809.86
Reporter	\$518.18-\$799.31 (\$488.18-\$754.07)	\$549.27-\$847.27
News Editor	\$868.75 (\$819.58)	\$920.88

Effective	<u>Jan. 1/89</u>
General Increase	4%
Office Messenger	\$360.15-\$408.02
District Representative	\$574.69-\$842.25
Reporter	\$571.24-\$881.16
News Editor	\$957.72

Maximum rate for Office Messenger is reached after two 6-month increases, for District Representative after 4 annual increases, and for Reporter after 6 annual increases.

Lump Sum Payments: Effective July 9, 1987, \$1,000 for full-time employees and pro-rated for part-time employees. Effective January 1, 1989, \$500.

Bereavement Leave: Effective July 9, 1987, 5 (3) days' paid leave upon death of parent, step-parent, legal guardian, brother, sister, step-child, grandparent, grandchild and parent/brother/sister-in-law.

Paid Maternity Leave (new): Effective July 9, 1987, wages equivalent to UIC benefit for the 2-week waiting period.

Health and Welfare: Life Insurance - Effective July 9, 1987, benefit is \$5,000 (\$3,000).

Vision Care (new) - Effective July 1, 1987, employer pays 100% of premium costs. Maximum claim is \$120 every 2 years.

Major Medical - Effective July 9, 1987, employer pays 100% (90%) of premium costs.

Dental Plan - Effective July 1, 1987, coverage is based on the 1987 (1985) Ontario Dental Association fee schedule. Effective January 1, 1988, 75%-25% (50%-50%) co-insurance for prosthodontic and major restorative services.

Continuation of Benefits - Effective July 9, 1987, OHIP, Major Medical, Dental and Life Insurance coverage continues for up to 6 months for employee on maternity leave (new).

Mileage Allowance: Effective July 12, 1987, 25¢ (18.1¢) per kilometre when required to use own vehicle during the course of duty.

PRIMARY METAL

Stelco Inc. at Hamilton, Brantford and Burlington - Locals 1005, 3749 and 8460, United Steelworkers (AFL-CIO/CLC): Three* 36-month renewal agreements effective from August 1, 1987 to July 31, 1990, covering 8,250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

*A fourth renewal agreement with similar terms was ratified separately by 470 members of Local 5328 at Parkdale Works by the end of June.

Wages:	Effective	<u>Aug. 1/87</u>
	COLA Fold-in	\$1.18
	<u>Hilton Works</u>	
	Job Class 2 (includes Labourer)	\$14.267 (\$13.087)
	Job Class 18 (includes Machinist)	\$17.419 (\$16.239)
	Job Class 28 (includes Senior Rolling Mill Operator)	\$19.389 (\$18.209)
Cost of Living Allowance:	1¢ per 0.3 point rise in the Consumer Price Index - 1971=100, using the April 1987 index as the base. Adjusted quarterly. To be folded into wages July 31, 1988, and 1989. (Basic formula is unchanged. Previously, paid as a float for the duration of the agreement.)	
Continuous Operations:	7-day continuous operations schedules to be implemented at finishing plants now on 5-day work week schedules, if additional business is secured. Some finishing plant employees affected would forego Saturday and Sunday overtime rates and would receive a \$5,000 one-time only lump sum payment for having their shifts changed.	
Paid Vacation:	Effective January 1, 1988, 5 weeks after 15 (19) years of service and 6 weeks after 22 (25) years. (Previously, 5 weeks after 20 years for Brantford and Burlington Works.)	
Health and Welfare:	<u>Weekly Indemnity</u> - Effective January 1, 1988, benefit is \$375 (\$325). Effective January 1, 1989, \$388. Effective January 1, 1990, \$403. <u>Vision Care</u> - Maximum claim per person is \$100 (\$75) every 2 years. <u>Hearing Aids</u> - Maximum claim is \$400 (\$300) per person every 3 years. <u>Dental Plan</u> - Orthodontic services are added with 60%-40% co-insurance and a maximum lifetime claim of \$1,500 per child (new). Effective January 1, 1988, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1989, the 1986 O.D.A. fee schedule. Effective January 1, 1990, the 1987 O.D.A. fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - \$28 (\$17) per month per year of service. <u>Early Retirement</u> - Employee at any age with 30 or more years of service receives unreduced pension (new).	

Supplemental
Unemployment
Benefit:

Employer Contribution - 6¢ (4¢) per straight time hour worked.

Stelco Inc. in Ontario, Quebec and Alberta - Various Locals, United Steelworkers (AFL-CIO/CLC): Seven 36-month renewal agreements effective from August 1, 1987 to July 31, 1990, covering 2,323 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

The settlement ratified in May 1987 was revised to conform with contract provisions negotiated at the Hilton Works, given above.

TRANSPORTATION EQUIPMENT

Allied Corporation (Signal), Certified Brakes Division, previously Lear Siegler Industries Ltd., Certified Brakes Division at Mississauga - Local 14831, United Steelworkers (AFL-CIO/CLC): A 53-month renewal agreement effective from January 13, 1987 to June 21, 1991, covering 400 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 13/87</u>	<u>June 22/88</u>
	General Increases	60¢	55¢
	Labour Grade 1 (includes Disc Brake Gasket)	\$10.55 (\$9.95)	\$11.10
	Labour Grade 11 (Die Design)	\$15.675 (\$15.075)	\$16.225
	Effective	<u>June 26/89</u>	<u>June 25/90</u>
	General Increases	60¢	65¢
	Labour Grade 1	\$11.70	\$12.35
	Labour Grade 11	\$16.825	\$17.475
Cost of Living Provision:	Inoperative. (Previously, 1¢ per 0.3 per cent increase in the Consumer Price Index, triggered at 7% annually. Formula did not trigger.)		
Paid Holidays:	Effective June 22, 1990, 13 (12) days.		
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective August 1, 1987, benefit is \$16,000 (\$15,000). Effective August 1, 1988, \$17,000. Effective August 1, 1989, \$18,000. Effective August 1, 1990, \$20,000.		
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1988, \$13 (\$12) per month per year of service. Effective January 1, 1989, \$14. Effective January 1, 1991, \$15.		

Safety Shoe Allowance: Effective January 1, 1988, \$65 (\$60) per year. Effective January 1, 1989, \$70. Effective January 1, 1990, \$75. Effective January 1, 1991, \$80.

UTDC Inc. - Can-Car Thunder Bay Works, previously Can-Car Rail Inc., Canadian Car Division at Thunder Bay - Local 1075, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1987 to May 31, 1990, covering 868 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/87</u>	<u>June 29/87</u>
Skilled Trades Adjustment		10¢	
COLA Fold-in			\$1.11
Labourer		\$12.05-\$12.25 (\$12.05-\$12.25)	\$13.16-\$13.36
Tool and Die Maker		\$13.85-\$14.05 (\$13.75-\$13.95)	\$14.96-\$15.16
	Effective	<u>June 1/88</u>	<u>June 1/89</u>
General Increases		10¢	20¢
Skilled Trades Adjustments		5¢	5¢
Labourer		\$13.26-\$13.46	\$13.46-\$13.56
Tool and Die Maker		\$15.11-\$15.31	\$15.36-\$15.56

Maximum rates are reached after 90 working days.

Lump Sum Settlement Payment: Effective June 29, 1987, \$100 per employee.

Cost of Living Allowance: \$1.11 COLA generated under previous agreements is folded into wages on June 29, 1987.

1¢ per 0.33 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: Effective June 29, 1987, 0-30¢-35¢ (0-20¢-25¢).

Lead Hand Premium: Effective June 29, 1987, 45¢ (15¢) per hour.

Charge Hand Premium: Effective June 29, 1987, 75¢ (25¢) per hour.

Health and Welfare: Life Insurance - Effective June 29, 1987, benefit is \$25,000 (\$20,000).

A. D. & D. - Effective June 1, 1989, benefit is \$25,000 (\$20,000).

Weekly Indemnity - Benefit is \$319 or UIC maximum, whichever is greater. (Previously, UIC maximum.)

OHIP - Employer will reimburse premiums for employees on return from maternity leave (new).

Dental Plan - Effective June 29, 1987, coverage is based on the 1985 (1981) Ontario Dental Association fee schedule. Effective June 1, 1988, the 1987 O.D.A. fee schedule. Effective June 1, 1989, the current year's O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$12.50 (\$10.50) per month per year of service. Effective June 1, 1988, \$13.

Current Retirees - Benefit increases by .25% for every month since retirement, for retirements from January 3, 1984 to May 31, 1987.

Tool Allowance: Effective June 29, 1987, \$150 (\$100) per year for skilled trades and up to a maximum of \$500 (\$400) for apprentice upon successful completion of apprenticeship program.

ELECTRICAL PRODUCTS

Inglis Limited at Cambridge - Local 595, Communications-Electrical Workers (CLC): A 36-month renewal agreement effective from May 22, 1987 to May 21, 1990, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 14/87</u>	<u>Nov. 22/87</u>
General Increases		90¢	10¢
Skilled Trades Adjustment		80¢	
Additional Adjustments		Some classification adjustments	
Level 1 (General Labourer)		\$9.48-\$10.18 (\$8.58-\$9.28)	\$9.58-\$10.28
Level S-2 (includes Electrician)		\$13.30-\$14.00 (\$11.60-\$12.30)	\$13.40-\$14.10

Effective	<u>May 22/88</u>	<u>May 21/89</u>
General Increases	60¢	55¢
Skilled Trades Adjustments	30¢	25¢
Level 1	\$10.18-\$10.88	\$10.73-\$11.43
Level S-2	\$14.30-\$15.00	\$15.10-\$15.25

Student Rate - \$6.90 (\$6.65). Effective May 22, 1988, \$7.15.
Effective May 21, 1989, \$7.40.

Maximum rates are reached after two 3 (6) month increases.

The following changes are effective June 14, 1987, unless stated otherwise.

Lump Sum Payment: \$200 in lieu of retroactivity from May 24, 1987 to June 14, 1987.

Shift Premium: 0-32¢-37¢ (0-30¢-35¢). Effective May 22, 1988, 0-34¢-39¢.
Effective May 21, 1989, 0-36¢-41¢.

Overtime Pay: Double time after 8 (12) hours worked on a Saturday.

Paid Vacation: 3 weeks after 5 years of service and 4 weeks after 12 years based on combined Inglis and Admiral service (new).

Crown Witness Pay (new): Employee receives the difference between regular daily wages and witness pay.

Health and Welfare: Life Insurance and A. D. & D. - Effective June 1, 1987, benefit is \$14,500 (\$13,500). Effective June 1, 1988, \$15,500.
Effective June 1, 1989, \$16,500.

Semi-Private Hospitalization - Effective June 1, 1987, maximum daily rate is \$30 (\$25). Effective June 1, 1988, \$35. Effective June 1, 1989, \$40.

Drug Plan - Effective August 1, 1987, \$1 (35¢) deductible per prescription.

Dental Plan - Effective June 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective June 1, 1988, the 1986 O.D.A. fee schedule. Effective June 1, 1989, the 1987 O.D.A. fee schedule.

Pension Plan: Effective May 22, 1988, employer contributes 35¢ (30¢) per hour to union fund. Effective May 21, 1989, 45¢.

Safety Shoe Allowance: Maximum \$45 (\$40) per year. Effective May 22, 1988, \$50.
Effective May 21, 1989, \$55.

Safety Prescription Glasses: Maximum \$50 (\$45) every 2 years. Effective May 22, 1988, \$55.
Effective May 21, 1989, \$60.

Eaton Yale Limited, Controls Division, previously Singer Company of Canada Limited, Controls Division at St. Thomas - Local 4990, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 12, 1987* to June 14, 1990, covering 450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

* Previous agreement expired March 24, 1987.

Wages:	Effective	June 15/87	June 15/88	June 15/89
	General Increases	Lump Sum Payment*	Lump Sum Payment*	4%
	Additional Adjustments	Some clas- sifications adjusted		
	Labour Grade 1 (includes Assembler)	\$7.72 (\$7.72)	\$7.72	\$8.03
	Labour Grade 12 (Toolmaker)	\$12.22-\$12.47 (\$12.22-\$12.47)	\$12.22-\$12.47	\$12.71-\$12.97
	Maximum rate for Labour Grade 12 is reached after 120 days worked (previously, on merit).			
*Lump Sum Payments:	\$900, except \$75 per month of service for employees with less than 1 year of seniority on June 15, 1987. Effective June 15, 1988, \$50 per month from July 1, 1987 to June 5, 1988 in which any work was done.			
Paid Vacation:	Effective July 1, 1987, 4 weeks after 16 (17) years of service and 5 weeks after 25 years (new). Effective July 1, 1988, 4 weeks after 15 years.			
Bereavement Leave:	3 (1) days' paid leave upon death of son/daughter-in-law.			
Health and Welfare:	<u>Life Insurance for Retirees (new)</u> - Effective July 1, 1987, benefit is \$2,000.			
	<u>Dental Plan (new)</u> - Effective July 1, 1987, employer pays 90% of premium costs for Blue Cross Dental Plan #9. Coverage is based on the 1983 Ontario Dental Association fee schedule.			
Safety Prescrip- tion Glasses:	Effective July 1, 1987, \$60 (\$40) per pair.			

Schlumberger Canada Limited, Sangamo Canada Division at Toronto - Lodge 1755, Machinists (AFL-CIO/CLC) (production, maintenance and shipping employees): A 36-month renewal effective from March 29, 1987 to March 28, 1990, covering 245 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 29/87</u>	<u>Mar. 29/88</u>	<u>Mar. 29/89</u>
General Increases		4.5%	4%	5%
Skilled Trades Adjustments		25¢	25¢	
Labour Grade 10 (includes Assembler Bench)		\$8.81-\$9.33 (\$8.43-\$8.93)	\$9.16-\$9.70	\$9.62-\$10.19
Labour Grade 1 (includes Electrician-Maintenance)		\$13.19-\$14.00 (\$12.38-\$13.16)	\$13.97-\$14.81	\$14.67-\$15.55

Maximum rates are reached after 12 months.

Lump Sum Settlement Payment: \$350 per employee.

Shift Premium: 0-45¢-50¢ (0-40¢-45¢).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$17,000 (\$15,000).

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Transelectrix Technology Inc., previously Westinghouse Canada Inc., Transformer Division at Hamilton - Local 504, Electrical Workers (UE) (CLC):
A 36-month renewal agreement effective from April 23, 1987 to April 22, 1990, covering 260 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 23/87</u>	<u>Apr. 23/88</u>	<u>Apr. 23/89</u>
COLA Fold-in		79¢		
Increases		35¢-53¢	15¢	10¢
Labour Grade I (Janitor)		\$12.345 (\$11.205)	\$12.495	\$12.595
Labour Grade 14 (Tool & Die Maker)		\$15.314-\$16.120 (\$14.095-\$14.800)	\$15.457-\$16.270	\$15.552-\$16.370

Maximum rate for Tool & Die Maker is reached after two 3-month increases.

Cost of Living Allowance: 1¢ per 0.32 point increase in the Consumer Price Index - 1971=100 between July and October 1987, to be folded into wages. Seven further quarterly adjustments using the April 1988 index as the base and folded into wages.

Shift Premium:	50¢ (45¢) per hour if shift starts between 12 p.m. and 6 a.m.
Paid Vacation:	Effective January 1, 1988, 4 weeks after 11 (12) years of service.
Bereavement Leave:	5 (3) days' paid leave upon death of immediate family member.
Crown Witness Pay (new):	Employee is paid the difference between regular daily wages and witness pay.
Health and Welfare:	<p>Life Insurance - Employer pays for the first \$9,000, \$12,000 or \$15,000 (\$6,000, \$9,000 or \$12,000) depending on employee's elected coverage of \$15,000, \$20,000 or \$25,000 (\$10,000, \$15,000 or \$20,000).</p> <p>Life Insurance for Retirees (new) - Effective January 1, 1987, eligible employee receives a \$5,000 paid-up policy.</p> <p>A. D. & D. - Maximum benefit is \$15,000 (\$10,000), including loss of speech or hearing benefit of \$7,500 (\$5,000).</p> <p>Vision Care - Maximum claim is \$75 (\$60) every 2 years.</p> <p>Dental Plan - Coverage is based on the Ontario Dental Association fee schedule with a two-year lag. (Previously, the 1983 O.D.A. fee schedule).</p>
Pension Plan (new):	Money purchase plan is introduced with the employer contributing 7% of employees' annual earnings. Employer guarantees for the duration of this agreement that no retiring employee will receive a pension less than he would have otherwise been entitled to under the existing Westinghouse Canada pension plan.
Safety Shoe Allowance:	Effective April 23, 1988, \$45 (\$40) per year. Effective April 23, 1989, \$50.
Plant Closure (new):	The following provisions will apply 13 weeks after the last day of employment.
<u>Terminated Employees</u>	
<u>Severance Pay</u> - Employee with less than 20 years of service receives 1 week's pay per year of service. Employee with more than 20 years of service, 1.5 weeks' pay. In addition, eligible employee receives a one-time payment of \$1,000 for re-training.	
<u>Relocated Employees</u>	
The following apply to employees with more than 2 years of service.	
<u>Re-location Payments</u> - Employee receiving a job offer at another plant receives commuting assistance for the first 3 months. Employees who move their residence 40 kilometres closer to the new plant receive a one-time payment of \$2,000.	

Seniority Recognition - Employee's years of service are recognized for vacation and L.T.D. purposes.

Wage Protection - Employee whose job is eliminated by a transfer of product line to a new location within the plant and is eligible for the re-location provisions, is guaranteed the same regular rate for up to 26 weeks.

NON-METALLIC MINERAL PRODUCTS

Domglas Inc. at Hamilton - Local 203G, Aluminium, Brick and Glass Workers (AFL-CIO/CLC) (plant and warehouse employees): A 33-month renewal agreement effective from June 29, 1987* to March 28, 1990, covering 735 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

* Previous agreement expired March 28, 1987.

Wages:	Effective	<u>June 29/87</u>	<u>Mar. 29/88</u>	<u>Mar. 29/89</u>
	General Increases	46¢	40¢	33¢
	Additional Adjustment	10¢ for Batch Attendant and Furnace Attendant		
	Skilled Trades Adjustment	25¢ for Group 11 and above in plant and for Milling Machine Operator and above in mould design and manufacture		
	<u>Hamilton Factory</u> <u>continuous shift</u> <u>schedule</u>			
	Group I (includes Cleaner-Light Labour)	\$9.99-\$11.05 (\$9.53-\$10.59)	\$10.39-\$11.45	\$10.72-\$11.78
	Group III (includes Labour-Maintenance)	\$10.55-\$11.68 (\$10.09-\$11.22)	\$10.95-\$12.08	\$11.28-\$12.41
	Group XIII (includes Electrician)	\$12.09-\$13.91 (\$11.63-\$13.45)	\$12.49-\$14.31	\$12.82-\$14.64
	Group XVI (Stationary Engineer, 3rd Class)	\$12.36-\$14.19 (\$11.90-\$13.73)	\$12.76-\$14.59	\$13.09-\$14.92

Maximum rates are reached after 6 months for Cleaner-Light Labour and Labour-Maintenance, and after 2 years for Electrician and Stationary Engineer, 3rd Class.

Cost of Living Allowance:	1¢ per 0.35 point rise in the Consumer Price Index - 1971=100, using the January 1987 index as the base. Triggered at 5% annually. Adjusted quarterly and folded in annually. (Basic formula is unchanged. Formula did not trigger.)
Shift Premium:	Effective March 29, 1988, 0-27¢-35¢ (0-22¢-30¢).
Machine Premium:	25¢ (5¢) per hour for each additional automatic machine tool operated.
Paid Vacation:	4 weeks after 11 (12) years of accumulated seniority, 5 weeks after 20 (23) years and 6 weeks after 29 (30) years.
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule. Effective March 29, 1988, the 1987 O.D.A. fee schedule. Effective March 29, 1989, the 1988 O.D.A. fee schedule. <u>Medical Reports</u> - Employer pays cost of reports required by company insurance carrier (new).
Pension Plan:	<u>Basic Benefit</u> - Effective March 29, 1987, \$18.50 (\$17) per month per year of pensionable service credited since January 1, 1965. Effective March 29, 1988, \$20. <u>Early Retirement</u> - Effective March 29, 1987, employees may retire at age 60 (62) with unreduced benefit. In the event of plant closure, employee with 30 or more years of pensionable service may retire on full pension (new). <u>Bridging Benefit (new)</u> - Effective March 29, 1988, \$17.50 per month per year of credited pensionable service. Effective March 29, 1989, \$20.
Tool Allowance:	Effective March 29, 1988, \$85 (\$65) per year.

Ford Glass Limited at Scarborough - Local 295G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 35-month renewal agreement effective from June 25, 1987* to June 1, 1990, with wages retroactive to June 2, 1987, covering 303 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

* Previous agreement expired June 1, 1987.

Wages:	Effective	June 2/87	June 2/88	June 2/89
General Increases		37¢	52¢	56¢
Additional Adjustment		11¢ for Janitor		
Skilled Trades Adjustment		15¢		

	<u>June 2/87</u>	<u>June 2/88</u>	<u>June 2/89</u>
Labourer	\$13.34 (\$12.97)	\$13.86	\$14.42
Instrument Maintenance Man	\$15.79 (\$15.27)	\$16.31	\$16.87

Red Circled Rates - Red circled employees receive general wage increases less 10¢ per hour.

Cost of Living
Allowance:

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the average index for March, April and May 1988 as the base. Adjusted quarterly. Triggered at 5%. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium:

0-42¢-49¢ (0-27¢-34¢).

Paid Holidays:

One floating day is added for a total of 13 (12) days.

Health and
Welfare:

Life Insurance - Effective July 1, 1987, benefit is \$29,000 (\$27,000). Effective June 2, 1988, \$31,000. Effective June 2, 1989, \$33,000.

Vision Care - Effective July 1, 1987, maximum claim is \$100 (\$75) every 2 years. Effective June 2, 1988, \$125.

Hearing Aid (new) - Effective July 1, 1987, maximum claim is \$300 every 3 years.

Dental Plan - Effective July 1, 1987, coverage is based on the current year's (1986) Ontario Dental Association fee schedule. Maximum lifetime orthodontic benefit is \$1,800 (\$1,000) per dependent.

Continuation of Benefits on Lay-off - OHIP, Major Medical, Drug Plan and Life Insurance coverage continues for up to 6 (3) months depending on length of continuous service.

Pension Plan:

Basic Benefit - \$18.50 (\$17.50) per month per year of service. Effective June 2, 1988, \$19.50. Effective June 2, 1989, \$20.50.

Current Retirees - Benefits increased by 50¢ per month per year of service. Effective June 2, 1988, increased by 50¢. Effective June 2, 1989, increased by 50¢.

Early Retirement "30-and-out" - Eligibility for an unreduced benefit is at age 55 (58).

Early Retirement "15-and-out" - Eligibility for an unreduced benefit is at age 60 (62).

Supplemental Early Retirement "30-and-out" Benefit - \$550 (\$450) per month.

Supplemental Disability Retirement Benefit - \$14 (\$11.50) per month per year of service.

Clothing Allowance: \$75 (\$50) per year.

Meal Allowance: Effective June 2, 1988, \$4 (\$2.50) after 2 hours of overtime.

Tool Allowance: Effective June 2, 1988, \$75 (\$50) per year.

MISCELLANEOUS MANUFACTURING

Fisher Controls Company of Canada Limited at Woodstock - Local 636, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
COLA Fold-in		62¢	62¢	
General Increases		25¢	20¢	20¢
Skilled Trades Adjustments		5¢	5¢	5¢
Grade 1 (includes Assembler, Light)		\$12.79-\$12.89 (\$11.92-\$12.02)	\$13.61-\$13.71	\$13.81-\$13.91
Grade 14 (Tool Maker AA)		\$13.59-\$13.79 (\$12.67-\$12.87)	\$14.46-\$14.66	\$14.71-\$14.91

Maximum rate for Assembler Light is reached after 3 months and for Tool Maker AA after four 3-month increases.

Summer Student Rate (new) - 85% of Grade minimum rate.

Cost of Living Allowance: \$1.38 COLA was generated during the previous agreement; 62¢ is folded into wages April 1, 1987, 62¢ on April 1, 1988, and 14¢ continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971-100, using the February 1987 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-43¢-48¢ (0-38¢-43¢).

Health and Welfare: Life Insurance - Benefit is \$18,000 (\$17,000). Effective April 1, 1988, \$19,000. Effective April 1, 1989, \$20,000.

A. D. & D. - Benefit is \$17,000 (\$16,000). Effective April 1, 1988, \$18,000. Effective April 1, 1989, \$19,000.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective April 1, 1988, the 1986 O.D.A. fee schedule. Effective April 1, 1989, the 1987 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - \$17.50 (\$16.50) per month per year of service.
Effective April 1, 1988, \$18.50. Effective April 1, 1989,
\$19.50.

Early Retirement (new) - Employee may elect to retire on full
pension at age 55 if age plus years of service equals 90.

Safety Shoe
Allowance:

\$55 (\$50) per year.

Robertshaw Controls Canada Inc. at Toronto - Local 512, Electrical Workers (UE)
(CLC): A 24-month renewal agreement effective from May 1, 1987
to April 30, 1989, covering 250 employees, settled with mediatic
assistance. Duration of negotiations - 3 months.

	May 1/87	May 1/88
Effective		
General Increases	3%	3%
Assembly II	\$8.92-\$9.19 (\$8.66-\$8.91)	\$9.19-\$9.47
Tool and Die Maker 1	\$15.26-\$15.51 (\$14.82-\$15.06)	\$15.72-\$15.98

Previous rates reflect 20¢ COLA folded into wages during the
previous agreement.

Maximum rates are reached after 6 months.

Cost of Living
Allowance:

Effective for all hours worked after February 1, 1988, 1¢ per
0.158 point increase in the Consumer Price Index - 1981=100,
the September 1987 to the December 1987 index. 3 further
quarterly adjustments using the March 1988 index as the base.
All 4 adjustments capped at 5¢ each and folded into wages.
(Basic formula is unchanged.)

Shift Premium:

0-36¢-36¢ (0-35¢-35¢). Effective May 1, 1988, 0-38¢-38¢.

Tool Allowance
Premium (new):

5¢ per hour worked. Effective May 1, 1988, 10¢.

Paid Vacation:

5 weeks after 21 (22) years of service.

Health and
Welfare:

Life Insurance and A. D. & D. - Effective July 1, 1987, bene
is \$12,000 (\$11,000).

Dental Plan - Effective July 1, 1987, deductibles of \$25 for
single coverage and \$50 for family coverage are removed.
Employer pays 100% of premium costs for endodontic and
periodontal coverage, with 75%-25% co-insurance (new). Cov
is based on the 1986 (1985) Ontario Dental Association fee
schedule. Effective May 1, 1988, the 1987 O.D.A. fee sche

Pension Plan:

Employer Contribution - 15¢ (10¢) per hour worked - each
employee's Registered Retirement Savings Plan, held in the
until termination. Effective May 1, 1988, 20¢.

Safety Shoe
Allowance:

Maximum \$55 (\$50) per year.

Woodbridge Foam Corporation at Tilbury - Local 127, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from May 21, 1987 to May 20, 1990, covering 270 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:

Effective	May 21/87	May 21/88	May 21/89
General Increases	40¢	25¢	20¢
Finishing	\$10.25 (\$9.85)	\$10.50	\$10.70
Line Worker	\$11.60 (\$11.20)	\$11.85	\$12.05
Journeyman Mechanic	\$14.82 (\$14.42)	\$15.07	\$15.27

Cost of Living
Allowance (new):

1¢ per 0.4 point increase in the Consumer Price Index - 1971=100, using the March 1988 index as the base. Adjusted quarterly. Effective in the third contract year, 1¢ per 0.3 point increase in the CPI.

Shift Premium:

0-35¢-45¢ (0-30¢-40¢).

Overtime Pay:

2 (1) paid meal breaks for employee on 12-hour shift working voluntary overtime.

and Vacation:

3 weeks after 5 years of service (new).

Payment
re:

2 (1) days' paid leave upon death of current spouse's grandparent/brother/sister.

th and
are:

Life Insurance - Benefit is \$16,000 (\$14,000). Effective May 21, 1987, \$18,000. Effective May 21, 1989, \$20,000.

Drug Plan - 35¢ per prescription deductible. (Previously, part of major medical annual deductibles of \$15 for single coverage and \$25 for family coverage.)

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective May 21, 1988, the 1985 O.D.A. fee schedule. Effective May 21, 1989, the 1986 O.D.A. fee schedule.

on Plan

Plan to be introduced in the third contract year.

Allowance:

Maximum \$100 per year. (Previously, company replaced tools to a maximum \$100 per year.)

Shoe
ce:

Maximum \$55 (\$50) per year. Effective May 21, 1988, \$60.

Paid Education Leave (new): Employer contributes 1¢ per hour earned to union fund.

MINES

Dickenson Mines Limited at Balmertown - Local 950, United Steelworkers (AFL-CIO/CLC):

A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 270 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
General Increases		3%	3%	3%
COLA Fold-in		25¢		
Skilled Trades Adjustment		25¢		
Additional Adjustments	Mill Dryman classification added; some classification adjustments			
Labourer		\$13.99 (\$13.28)	\$14.41	\$14.84
Machinist 1		\$16.33 (\$15.35)	\$16.82	\$17.32

Cost of Living Allowance: 1¢ per 0.30 point change in the Consumer Price Index - 1971=100, using the April 1987 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: Effective April 1, 1988, 35¢ (30¢) for surface second shift, 40¢ (35¢) for underground second shift, and 50¢ (45¢) for third shift.

Saturday Premium (new): Effective April 1, 1988, 50¢ per hour. Effective April 1, 1989, 75¢.

Vacation Bonus: Effective April 1, 1988, \$175 (\$150) per week if vacation is taken in winter.

The following changes are effective no later than July 1, 1987, unless stated otherwise.

Health and Welfare: Life Insurance - Benefit is \$24,000 (\$22,000).

Dental Plan - \$1,000 (\$500) maximum annual claim for basic coverage and \$1,500 (\$1,000) maximum claim for endodontic, prosthodontic and extensive restorations. Coverage continues to be updated annually to the previous year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$20 (\$18) per month per year of service.
Effective April 1, 1988, \$21.

Early Retirement - Employee with 35 years of service may retire on full pension (new).

Vesting - After 2 (10) years of service.

Bridging Benefit (new) - Effective April 1, 1989, \$200 per month.

Clothing Allowance: Effective April 1, 1989, \$175 (\$150) per year for oilers and jackets.

Safety Shoe Allowance: Effective April 1, 1989, \$110 (\$100) per year.

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Local 213, Newspaper Guild (AFL-CIO/CLC): A 36-month renewal agreement effective from November 28, 1985 to November 27, 1988, covering 260 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 25 months.

Wages:	Effective	Nov. 28/85	Nov. 24/86	Nov. 23/87
General Increases		3%	2%	4%
Group 2 (Editorial Assistant)	\$17,051-\$19,302 (\$16,554-\$18,740)	\$17,392-\$19,688	\$18,088-\$20,476	
Group 5 (includes Production Editor)	\$26,706-\$37,374 (\$25,928-\$36,286)	\$27,240-\$38,121	\$28,330-\$39,646	
Group 10 (includes Senior Program Editor)	\$45,369-\$49,718 (\$44,048-\$48,270)	\$46,276-\$50,712	\$48,127-\$52,740	
Maximum rate for Editorial Assistant is reached after 18 months, for Production Editor after 5 years, and for Senior Program Editor after 2 years.				

FINANCE, INSURANCE AND REAL ESTATE

Property Management Service Organization at Toronto - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from December 1, 1986 to November 30, 1988, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 1/86</u>	<u>Dec. 1/87</u>
	General Increases	4.5%	4.5%
	Housekeeper	\$8.31 (\$7.95)	\$8.68
	Licensed Handyman	\$13.85 (\$13.25)	\$14.47
	<u>Monthly Rates</u>		
	Building Superintendent; 56-350 suites and over, 0-4 years*	\$953-\$1,502 (\$912-\$1,436)	\$995-\$1,568

* Building Superintendent with 4 or more years of service may receive up to an additional \$40 per month for merit, as determined by the employer (unchanged).

Health and Welfare:	<u>Employer Contribution to the Industrial Benefit Trust Fund -</u> Effective December 1, 1987, \$70 (\$65) per employee per month.
Pension Plan:	<u>Employer Contribution to the Labourers' Pension Fund of Central and Eastern Canada - Effective December 1, 1987, 40¢ (30¢) per hour worked to a maximum of 150 hours per month.</u>

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.8%
	Teacher-Category 1 0-10 years	\$23,317-\$39,758 (\$22,249-\$37,937)
	Teacher-Category 4 0-11 years	\$27,711-\$50,404 (\$26,442-\$48,095)
	Vice-Principal 0-3 years	\$55,573-\$60,124 (\$53,028-\$57,370)
	Principal 0-3 years	\$62,647-\$67,895 (\$59,778-\$64,785)

Responsibility Allowances: Increased by 4.8%.

Health and Welfare: Dental Plan - Coverage continues to be updated on January 1 to the previous year's Ontario Dental Association fee schedule. Effective February 1, 1988, Blue Cross Rider #3 is added (new).

Bruce County Board of Education at Chesley - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>June 1/88</u>	<u>Sept. 1/88</u>
General Increases		4.7%	0.834%	4.7%
Teacher- Category 1 0-11 years		\$22,982-\$39,807 (\$21,950-\$38,020)	\$23,174-\$40,139	\$24,263-\$42,026
Teacher- Category 4 0-11 years		\$27,496-\$50,281 (\$26,262-\$48,024)	\$27,725-\$50,700	\$29,028-\$53,083
Vice- Principal 0-2 years		\$58,634-\$60,576 (\$56,002-\$57,857)	\$59,123-\$61,081	\$61,902-\$63,952
Principal 0-3 years				
"A" School		\$63,926-\$67,805 (\$61,056-\$64,761)	\$64,459-\$68,370	\$67,489-\$71,583
"B" School		\$61,636-\$65,515 (\$58,869-\$62,573)	\$62,150-\$66,060	\$65,071-\$69,165

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Dental Plan (new) - Blue Cross Dental Plan #7 including Rider #1. Coverage is based on the 1985 Ontario Dental Association fee schedule. Employer pays 50% of premium costs. Effective September 1, 1988, 60%.

Professional Development Fund: \$19,000 (\$14,000) for the calendar year 1988. \$20,000 for the calendar year 1989.

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time custodial, maintenance, cafeteria employees and drivers): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 439 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
General Increases		4.5%	4.5%

	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
Additional Adjustments	5¢ for Cafeteria Cashier and Assistant Cashier prior to increase	5¢ for Cafeteria Cashier and Assistant Cashier prior to increase
Skilled Trades Adjustments	10¢ prior to increase	10¢ prior to increase
Cafeteria Assistant	\$8.96 (\$8.52)	\$9.42
General Labour	\$11.17 (\$10.69)	\$11.67
Custodian 0-1 year	\$11.50-\$12.03 (\$11.00-\$11.51)	\$12.02-\$12.57
Plumber	\$14.61 (\$13.88)	\$15.37
Shift Premium:	0-45¢-45¢ (0-39¢-43¢). Effective April 1, 1988, 0-47¢-47¢.	
Security Checks Premium (custodians):	Effective June 1, 1987, \$15 (\$10) per check on a weekend or paid holiday. Effective April 1, 1988, \$16.	
Paid Vacation:	Effective July 1, 1987, 5 weeks after 18 (19) years of service. Effective July 1, 1988, 4 weeks after 9 (10) years.	
Health and Welfare:	Dental Plan - Effective July 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Plan provides for 100% reimbursement. (Previously, 80%-20% co-insurance.) Effective April 1, 1988, the 1987 O.D.A. fee schedule.	
Safety Shoe Allowance:	\$50 (\$40) per year for maintenance employees.	

Essex County Roman Catholic Separate School Board at Essex - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary teachers): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases	7%	5.25%
Teacher-Category D 0-6 years	\$18,729-\$27,004 (\$17,504-\$25,237)	\$19,712-\$28,422
Teacher-Category A1 0-10 years	\$24,588-\$39,520 (\$22,979-\$36,935)	\$25,879-\$41,595

	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Teacher-Category A4 0-12 years	\$30,557-\$49,857 (\$28,558-\$46,595)	\$32,161-\$52,474

Principal

0-299 students (0-2 years)	\$58,198 (\$51,820-\$53,391)	\$61,253
300 or more students (0-2 years)	\$59,268 (\$51,820-\$53,391)	\$62,380

Responsibility Allowances: Increased by 7%.

Health and Welfare: Vision Care - Maximum claim is \$125 (\$100) every 2 years.

Long Term Disability - Maximum benefit is \$2,750 (\$1,800) per month. Effective September 1, 1988, \$3,000 per month with primary CPP integration.

Dental Plan - Coverage is based on the current year's (1985) Ontario Dental Association fee schedule. Orthodontic services with 50%-50% co-insurance and a maximum lifetime benefit of \$2,000 per child, and major restorative and crowns with 50%-50% co-insurance and a \$2,000 annual maximum (new).

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 1,400 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.9%
	Additional Adjustments	Restructuring of Vice-Principal and Principal grids
	Teacher-Category D 0-6 years	\$16,633-\$24,991 (\$15,856-\$23,824)
	Teacher-Category A1 0-11 years	\$23,749-\$39,727 (\$22,640-\$37,871)
	Teacher-Category A4 0-11 years	\$28,500-\$50,741 (\$27,169-\$48,371)
	Vice-Principal 0-2 years	\$52,604-\$53,879 (\$49,626-\$50,647)

	<u>Sept. 1/87</u>
Principal	\$58,531-\$61,258
0-4 years	
(Category A	(\$51,720-\$55,920)
0-5 years)	
(Category B	(\$56,420-\$57,920)
0-2 years)	
Supervisor	\$58,784-\$63,084
0-2 years	(\$56,038-\$60,137)
Responsibility Allowances:	Increased by 4.9%.
Paid Vacation:	6 (5) weeks after 27 years of service for supervisors.
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$100 (\$60) every 2 years.
	<u>Hearing Aid</u> - Maximum claim is \$500 (\$300) every 5 years.
	<u>Dental Plan</u> - Employer pays 50% of the premium costs for the Blue Cross Plan No. 9. (Previously, employer paid \$4.16 per month for single coverage and \$12.56 per month for family coverage.) Coverage is based on the 1987 (1985) Ontario Dental Association fee schedule.

Huron County Board of Education at Clinton - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.45%
	Teacher-Category I	\$22,710-\$39,520
	0-10 years	(\$21,740-\$37,840)
	Teacher-Category IV	\$26,750-\$50,450
	0-10 years	(\$25,610-\$48,300)
	Vice-Principal	\$54,340-\$58,690
	0-2 years	(\$52,000-\$56,160)
	Principal	\$61,650-\$67,060
	0-2 years	(\$59,280-\$64,480)
	Summer School Principal	\$3,193 (\$3,100)
	Night School Principal	\$1,030 + \$3.24 per student (\$1,000 + \$3.15) registration
Professional Development Fund:	Effective January 1, 1988,	\$66,950 (\$65,000).

Lennox and Addington County Board of Education at Napanee - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Mar. 1/88</u>
	General Increases	4.5%	0.75%
	Teacher-Category D 0-6 years	\$18,321-\$25,196 (\$17,532-\$24,111)	\$18,458-\$25,385
	Teacher-Category A1 0-11 years	\$23,021-\$39,537 (\$22,030-\$37,834)	\$23,194-\$39,834
	Teacher-Category A4 0-11 years	\$27,800-\$49,656 (\$26,603-\$47,518)	\$28,009-\$50,028
	Effective	<u>Sept. 1/88</u>	<u>Mar. 1/89</u>
	General Increases	3.5%	1.2%
	Teacher-Category D	\$19,104-\$26,273	\$19,333-\$26,588
	Teacher-Category A1	\$24,006-\$41,228	\$24,294-\$41,723
	Teacher-Category A4	\$28,989-\$51,779	\$29,337-\$52,400

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$37,500 (\$25,000).

Dental Plan - Employer pays 50% of total premium costs.
(Previously, capped at \$13,000 per year.)

Lincoln County Board of Education at St. Catharines - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 832 employees, settled at the post mediation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	4.25%	4.5%
	Teacher-Level 1 0-6 years	\$17,850-\$25,513 (\$17,122-\$24,473)	\$18,653-\$26,661
	Teacher-Level 4 0-10 years	\$22,963-\$38,473 (\$22,027-\$36,905)	\$23,996-\$40,204
	Teacher-Level 7 0-11 years	\$27,623-\$48,549 (\$26,497-\$46,570)	\$28,866-\$50,734

Responsibility Allowances:	Increased in accordance with the general salary increases.
Paid Preparation Time (new):	Minimum of 20 minutes per school day.
Health and Welfare:	<p><u>Life Insurance</u> - Employer pays 100% (66 2/3%) of premium costs for a maximum benefit of \$40,000 (\$25,000).</p> <p><u>Long Term Disability</u> - Benefit is 66.9% (60%) of gross salary.</p> <p><u>Drug Plan</u> - Drugs not legally requiring a doctor's prescription will no longer be covered.</p> <p><u>Vision Care</u> - Maximum claim is \$132.50 (\$100) every 2 years.</p>

Northumberland and Newcastle Board of Education at Cobourg - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 444 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/87	Feb. 1/88	Sept. 1/88
Average Increases		3.91%	.92%	*
Teacher-Category I 0-11 years		\$24,770-\$39,810 (\$24,050-\$38,190)	\$24,950-\$40,190	
Teacher-Category IV 0-12 years		\$28,530-\$50,170 (\$27,700-\$48,120)	\$28,740-\$50,650	
Vice-Principal 0-2 years		\$56,220-\$58,700 (\$53,930-\$56,310)	\$56,760-\$59,270	
Principal 0-2 years		\$64,150-\$67,240 (\$61,530-\$64,500)	\$64,760-\$67,890	

* Increase to equal the percentage increase in the Consumer Price Index from June 1987 to June 1988 index.

Responsibility Allowances:	<p>\$1,000 for Head of Co-operative and Special Education Department (new). Effective September 1, 1988, all responsibility allowances increased by \$100.</p> <p>Staff, except Assistant Heads, who held a position of responsibility under the 1986-87 criteria, but lose it under the new 1987-88 criteria, receive \$1,000. Effective September 1, 1988, \$1,100.</p>
Paid Personal Leave (new):	One day per year may be deducted from sick leave credits for urgent personal business.

Retraining Leave (new): Employer pays 50% of tuition fees for a course to qualify the teacher to retain a teaching position in case where a teacher with ten or more years of service is laid off due to lack to qualifications.

Health and Welfare: Life Insurance - Benefit is 2 (1) times annual salary.

Peel Board of Education at Mississauga - Ontario Secondary School Teachers' Federation (Ind.): A 36-month renewal agreement effective from September 1, 1986 to August 31, 1989, covering 2,300 employees, settled at the post mediation bargaining stage. Duration of negotiations - 18 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	3.7%	4%
	Teacher-Level 1 0-9 years	\$22,931-\$39,688 (\$22,113-\$38,273)	\$23,848-\$41,276
	Teacher-Level 4 0-11 years	\$28,517-\$48,998 (\$27,500-\$47,250)	\$29,658-\$50,958
	Vice-Principal and Co-ordinator 0-3 years	\$54,237-\$58,713 (\$52,302-\$56,618)	\$56,406-\$61,062
	Principal 0-3 years	\$61,503-\$65,740 (\$59,309-\$63,394)	\$63,963-\$68,370

Effective	<u>Sept. 1/88</u>
General Increase	5%
Teacher-Level 1	\$25,041-\$43,340
Teacher-Level 4	\$31,140-\$53,506
Vice-Principal and Co-ordinator	\$59,226-\$64,115
Principal	\$67,161-\$71,789

Cost of Living Allowance (new): 1% per 1% increase in the Consumer Price Index - 1981=100, from the April 1988 to the April 1989 index. Triggered at 5%. Capped at 7%.

Responsibility Allowances: Effective September 1, 1987, increased by 4%. Effective September 1, 1988, increased by 5%.

Professional Development Fund: Effective September 1, 1987, \$125 (\$100) per teacher.

Program Leader Allowance: \$4,200 (\$3,150) per year. Effective September 1, 1987, increased by 4%. Effective September 1, 1988, increased by 5%.

Bereavement Leave:	1 day's paid leave to attend funeral of close friend or relative not previously included (new).
Paid Paternity Leave (new):	1 day's paid leave upon birth of child.
Health and Welfare:	<u>Continuation of Benefits</u> - Effective September 1, 1987, employer pays 50% of the premium costs for health and welfare benefits while employee is on maternity leave (new). Effective September 1, 1988, 100%.

Perth County Board of Education at Stratford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Sept. 1/87</u>
	Average Increase	4.71%
	Teacher-Category D 0-6 years	\$17,946-\$25,213 (\$17,140-\$24,081)
	Teacher-Category A1 0-11 years	\$23,069-\$39,613 (\$22,275-\$37,724)
	Teacher-Category A4 0-12 years	\$27,695-\$50,495 (\$26,688-\$48,200)
	Principal-A School 0-2 years	\$57,132-\$60,281 (\$54,567-\$57,575)

Responsibility Allowances: Increased by 4.6%.

Health and Welfare: Dental Plan - Employer pays 70% of premium costs in effect on June 12, 1987. (Previously, employer paid \$8.79 per month for single coverage and \$18.94 per month for family coverage.)

Perth County Board of Education at Stratford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.6%
	Teacher-Category I 0-11 years	\$23,146-\$39,690 (\$22,127-\$37,945)
	Teacher-Category IV 0-11 years	\$27,774-\$50,522 (\$26,553-\$48,300)

Sept. 1/87

Vice-Principal	\$55,783-\$59,355
0-2 years	(\$52,995-\$56,409)
Principal	\$63,579-\$67,161
0-2 years	(\$60,592-\$64,016)

Responsibility Allowances: Increased by 4.6%.

Subject Chairperson (new) - \$653 and Minor Subject Chairperson (new) - \$435. Effective August 31, 1988, \$1,614 and \$1,076 respectively.

Health and Welfare: Dental Plan - Blue Cross Plan 9 (7). Effective June 12, 1987, employer pays 70% of premium costs to a maximum \$10.19 per month for single coverage and \$22.02 per month for family coverage. (Previously, \$8.79 per month for single coverage and \$18.94 per month for family coverage.)

Renfrew County Board of Education at Pembroke - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.75%
	Teacher-Category D	\$17,497-\$22,650
	0-5 years	(\$16,704-\$21,623)
	Teacher-Category A1	\$21,315-\$40,498
	0-11 years	(\$20,348-\$38,662)
	Teacher-Category A4	\$27,711-\$50,086
	0-12 years	(\$26,454-\$47,815)

Responsibility Allowances: Increased by 4.75%.

Renfrew County Board of Education at Pembroke - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from to September 1, 1987 to August 31, 1988, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.75%
	Teacher-Category I	\$21,313-\$40,497
	0-11 years	(\$20,347-\$38,661)

Sept. 1/87

Teacher-Category IV 0-12 years	\$27,710-\$50,086 (\$26,453-\$47,815)
Vice-Principal 0-3 years	\$54,573-\$59,677 (\$52,098-\$56,971)
Principal 0-3 years	\$61,663-\$66,423 (\$58,867-\$63,411)

Allowances: Responsibility, Elementary School Teaching Experience, and Related Experience Pay - Increased by 4.75%.

Health and Welfare: Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.

Windsor City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 640 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases		4.6%	4%
Teacher-Category I 0-9 years		\$24,204-\$42,597 (\$23,140-\$40,724)	\$25,173-\$44,301
Teacher-Category IV 0-9 years		\$28,859-\$50,978 (\$27,590-\$48,736)	\$30,014-\$53,017
Consultant or Director 0-2 years		\$53,788-\$57,196 (\$51,423-\$54,681)	\$55,940-\$59,484
Co-ordinator 0-2 years		\$55,566-\$59,541 (\$53,122-\$56,923)	\$57,788-\$61,923
Vice-Principal 0-2 years		\$56,099-\$60,153 (\$53,632-\$57,508)	\$58,343-\$62,560
Principal 0-2 years		\$61,685-\$68,413 (\$58,972-\$65,404)	\$64,152-\$71,149

Previous rates reflect a 1.5% increase resulting from the previous COLA provision.

Cost of Living Allowance: 0.1% per 0.1% increase in the Consumer Price Index - 1971=100, for the period April 1988 to April 1989. Triggered at 4%, capped at a 1.8% payment, payable as a lump sum in June 1989 and folded into wages. (Basic formula is unchanged.)

Responsibility Allowances: Increased in accordance with the general salary increases.

Business/Industrial Experience Allowance: \$300 (\$200) per year.

Other Related Experience Allowance:	\$150 (\$100) per year to a maximum \$750 (\$500).
Graduate Degree Allowances:	\$800 (\$750) per year for Master's degree and \$1,600 (\$1,500) for Ph. D. degree.
Additional Education Allowance:	\$325 (\$300) per year.
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$90,000 (\$80,000).</p> <p><u>Dental Plan</u> - Maximum annual claim for orthodontics is \$1,000 (\$750) and for all other treatment is \$1,400 (\$1,300). Coverage continues to be based on the current year's Ontario Dental Association fee schedule.</p> <p><u>Continuation of Benefits (new)</u> - Employer continues to pay benefit premium costs for 17 weeks for employee on maternity, paternity or adoption leave.</p>

York Region Board of Education at Aurora - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind):
A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,784 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/87	Feb. 1/88
COLA Fold-in		1%	
Increases		4% for Teachers, \$1,669-\$3,240 for Vice-Principal, and \$3,633-\$3,861 for Principal	1%, except \$310-\$510 for Vice-Principal
Teacher-Category D 0-5 years		\$17,968-\$24,960 (\$17,106-\$23,762)	\$18,148-\$25,210
Teacher-Category A1 0-10 years		\$24,307-\$41,127 (\$23,141-\$39,153)	\$24,550-\$41,538
Teacher-Category A4 0-10 years		\$28,385-\$51,097 (\$27,023-\$48,646)	\$28,669-\$51,608
Vice-Principal 0-4 years		\$52,000-\$56,000 (\$48,277-\$53,793)	\$52,310-\$56,510
Principal 0-4 years		\$57,255-\$63,204 (\$53,091-\$58,755)	\$57,828-\$63,836

Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
Increases	4%	1%, except 2.4% for Principal
Teacher-Category D	\$18,874-\$26,218	\$19,063-\$26,480
Teacher-Category A1	\$25,532-\$43,200	\$25,787-\$43,632
Teacher-Category A4	\$29,816-\$53,672	\$30,114-\$54,209
Vice-Principal	\$54,402-\$58,770	\$54,946-\$59,358
Principal	\$60,141-\$66,389	\$61,584-\$67,982

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index from the April 1988 index to the April 1989 index, triggered at 4.5% (3.5%) and capped at 6% (5%). Payable as a lump sum in June 1989 and folded into rates at the end of the contract.

Responsibility Allowances:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
Consultant		\$5,979 (\$5,920)	\$5,979	\$5,979
Head-Elementary Division		\$1,452 (\$1,438)	\$1,510	\$1,526
Head Teacher (per room)		\$606 (\$600)	\$630	\$637
Lead Teacher		\$1,250 (\$1,018)	\$1,550	\$1,550

Extra Degree Allowances: Increased by 1%. Effective September 1, 1988, increased by 4%. Effective February 1, 1989, increased by 1%.

Health and Welfare: OHIP - Employer pays 85% (60%) of premium costs. Effective September 1, 1988, 100%.

Dental Plan - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective September 1, 1988, the 1988 O.D.A. fee schedule.

HEALTH AND WELFARE SERVICES

Metropolitan General Hospital at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time, part-time and casual* service employees); A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

* Previously, casual employees were covered under a separate agreement.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	5%	4.5%
	Additional Adjustments	Some classifica- tions added and deleted	
	<u>Full-time Employees</u>		
	Aide II	\$9.892-\$10.24 (\$9.421-\$9.752)	\$10.337-\$10.701
	Orderly	\$10.948-\$11.457 (\$10.427-\$10.911)	\$11.441-\$11.973
	Landscaper	\$11.304-\$11.901 (\$10.766-\$11.334)	\$11.813-\$12.437

Maximum rates are reached after 1 year.

Shift Premium (full-time and part-time): Effective June 24, 1987, 0-45¢-45¢ (0-35¢-35¢).

Overtime Pay (casual): Time and one-half for all hours worked at straight time in excess of 80 hours in a pay period (new).

Paid Vacation: 4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.

Bereavement Leave (casual): Up to 1 day's paid leave upon death of parent, spouse, child, brother, sister, mother/father-in-law (new).

Health and Welfare: Long Term Disability Plan (Full-time) (new) - Employer pays 50% of premium cost.

Benefits for Casual Employees - Employer pays 50% of premium costs for OHIP, Semi-Private Hospitalization, Drug Plan and Dental Plan for employees who worked 487.5-975 hours in the previous year, and 75% if more than 975 hours worked. (Previously, \$2.25 per shift in lieu of benefits.)

Bethany Lodge and 9 other nursing homes at London and district - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Thirteen 24-month renewal agreements effective from April 1, 1986 to March 31, 1988, covering 719 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
	General Increases	38¢	48¢

The following rates are representative and may vary 1¢ or 2¢ across homes.

	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
Housekeeping Aide	\$8.96-\$9.41 (\$8.58-\$9.03)	\$9.44-\$9.89
R.N.A.	\$9.29-\$9.60 (\$8.67-\$9.22)	\$9.77-\$10.08

Maximum rates are reached after 2 years.

Health and Welfare:

Extended Health Care - Employer pays 100% (75%) of premium costs.

Semi-Private Hospitalization (new) - Employer pays 100% of premium costs.

Vision Care and Hearing Aid - Employer pays 100% (75%) of premium costs.

Uniform Allowance:

Full-time - \$8 (\$5.50-\$7.50) per month.

Part-time - \$4 (average \$3) per month.

Metropolitan Toronto Municipality, Homes for the Aged - Local 79, Canadian Union of Public Employees (CLC) (part-time employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 1,322 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.5%	4%*
	Housekeeping Attendant	\$8.89-\$9.57 (\$8.51-\$9.16)	\$9.25-\$9.95
	Counsellor	\$16.24-\$17.94 (\$15.54-\$17.17)	\$16.89-\$18.66

* Conditional Wage Reopener if the Consumer Price Index increases by more than 5.5% above the December 1987 index.

Maximum rate for Housekeeping Attendant is reached after 1 annual increase, and for Counsellor after 3 annual increases.

Shift Premium: Effective June 19, 1987, 0-44¢-44¢ (0-42¢-42¢). Effective January 1, 1988, 0-46¢-46¢.

Vacation Pay: 4% for less than 2,080 paid hours of service, 6% after 2,080 paid hours and 8% after 18,720 paid hours (unchanged). In addition, employee receives a retroactive payment of 2% of earnings in the previous 24 month period upon completion of 2,080 paid hours of service (new).

Acting Pay:	An employee temporarily assigned to a higher classification, who works sufficient time to qualify for an increment within the 18 month period from the date first assigned to such position, receives an increment effective the beginning of the pay period closest to the date on which he qualifies for such increment (new).
Paid Maternity Leave (new):	Eligible employee receives the difference between 75% of employee's average paid hours during the preceding 8 pay periods and UIC benefit.
Health and Welfare:	<u>OHIP</u> - Effective December, 1987, employer pays 100% (75%) of premium costs for employees who worked 384 (512) hours or more during the preceding 8 pay periods. <u>Benefit Formula - 35 hours per week classifications (new)</u> - Effective December 1, 1987, employer pays 20% of premium costs for employees who worked 112-167 hours during the preceding 8 pay periods, 40% for 168-223 hours worked, 50% for 224-335 hours, 75% for 336-447 hours and 100% for 448 or more hours worked. <u>Vision Care</u> - Effective July 1, 1987, maximum claim is \$100 (\$75) every 2 years. Effective July 1, 1988, \$125. <u>Dental Plan</u> - Effective September 1, 1987, major restorative rider is added on a 50%-50% co-insurance basis to a maximum of \$1,000 per person per year. Coverage includes caps, inlays, onlays and gold fillings (new). <u>Continuation of Benefits</u> - Employer continues to pay its share of premium costs for health and welfare benefits for 17-week maternity leave (new). Dependent children over age 21 who are full-time students are covered by major medical, dental, semi-private and life insurance (new). Mileage Allowance: Effective July 1, 1987, 25¢ (24¢) per kilometre. Effective January 1, 1988, 26¢. Uniform Allowance (Nursing Attendant): \$50 (\$47.50) twice per year.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Local 404, Office and Professional Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 238 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/87</u>	<u>Sept. 1/87</u>	<u>July 1/88</u>
General Increases		3%		3%
Additional Adjustments		Some job classification adjustments	Restructuring of wage schedule*	
Range CA3 (AC3) (includes Clerk-Typist)		\$15,300-\$22,100 (\$14,900-\$21,500)	\$19,400-\$22,100	\$20,100-\$22,800
Range CA8 (AC9) (includes Purchasing Agent)		\$36,100-\$40,000 (\$35,100-\$38,900)	\$35,300-\$42,000	\$36,400-\$43,300

* Salary ranges CA2 to CA8 replace ranges AC3 to AC9. Top rates shown are control points (new), reached on merit. Maximum rates above control points, not shown, may be reached in some cases.

Shift Premium: 0-\$3.14-\$3.81 (0-\$3.05-\$3.70) per shift. Effective July 1, 1988, 0-\$3.23-\$3.92.

\$1,070 (\$1,040) per year in lieu of shift and weekend premiums for employees working a minimum of 6 months on continuous shift operation. Effective July 1, 1988, \$1,100.

Health and Welfare: Dental Plan - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective July 1, 1988, the 1988 O.D.A. fee schedule.

PERSONAL SERVICES

Canadian National Institute for the Blind, Ontario Division, province-wide - Local 681, Service Employees International (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1987 to January 31, 1990, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Feb. 1/87</u>	<u>Feb. 1/88</u>	<u>Feb. 1/89</u>
General Increases		3.5%	4%	4.5%
General Help		\$6.63 (\$6.41)	\$6.90	\$7.21
Vending Technician		\$8.59-\$10.25 (\$8.30-\$9.90)	\$8.93-\$10.66	\$9.33-\$11.14

Start Rate - General Help - Newly hired employees receive 80% of job rate in first year of employment, 90% in second and 100% thereafter. (Previously, 80% of job rate, reviewed annually.)

Maximum rate for Vending Technician is reached after 24 months.

Shift Premium: 0-25¢-40¢ (0-15¢-20¢).

Weekend Premium: 10¢ (5¢) per hour.

Paid Vacation: Effective July 1, 1986, 4 weeks after 12 (15) years of service. Effective July 1, 1987, 4 weeks after 11 years. Effective July 1, 1988, 4 weeks after 10 years.

Health and Welfare: Vision Care (new) - Maximum claim is \$100 every 2 years.

Four Seasons Hotels Inc., Four Seasons Yorkville, at Toronto - Local 351, Textile Processors (Ind.): A 36-month renewal agreement effective from March 28, 1987 to March 27, 1990, covering 375 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 27/87</u>	<u>Mar. 27/88</u>	<u>Mar. 27/89</u>
General Increases		5%	5%	5%
Additional Adjustments		30¢ for room service cashier and maintenance		
Waitress		\$5.52 (\$5.26)	\$5.80	\$6.09
Electrician		\$14.19 (\$13.52)	\$14.90	\$15.65

Midnight Shift Premium: Effective June 29, 1987, 40¢ (30¢) per hour for Engineering Department; 30¢ (new) per hour for houseman, switchboard operator, night bellman, service bar workers; 10¢ (new) per hour for room service cashier and night cleaner.

Lead Hand Premium: Effective June 29, 1987, 25¢ per hour for lead hand in store purchasing (new).

Paid Vacation: Effective June 29, 1987, 4 weeks after 13 (14) years of service.

Attendance Bonus: \$220 every 6 months for housekeepers if their attendance record is 100%, excluding bereavement leave.

Health and Welfare: Effective June 29, 1987, employer contributes \$70 (\$60) per month per employee. Effective March 27, 1988, \$70. Effective March 27, 1989, \$80.

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Provincial Police (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 4,164 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	4.2%	1.43%
	3rd Class Constable	\$595.23 (\$571.24)	\$603.74
	1st Class Constable	\$740.26 (\$710.42)	\$750.85
	Sergeant Major	\$952.69 (\$914.29)	\$966.31
Shift Premium:	35¢ (30¢) for shifts commencing between 1 p.m. and 5 a.m.		
Paid Vacation:	4 weeks after 9 (10) years of service, 5 weeks after 17 (18) years, and 6 weeks after 30 years (new).		
Health and Welfare:	<u>Vision Care and Hearing Aid Plan</u> - Effective June 26, 1987, employer pays 100% (50%) of premium costs. Maximum claim for vision care is \$100 (\$90) every 2 years. Maximum lifetime claim for hearing aids of \$200 (unchanged) to include repairs (new). <u>Dental Plan</u> - Effective June 26, 1987, employer pays 100% (50%) of premium costs for dentures, orthodontics and major restorative services.		
Plain Clothes Allowance:	\$850 (\$800) per year.		
Isolation Pay:	\$15-\$110 (\$10-\$90) per month.		

LOCAL ADMINISTRATION

Etobicoke City Corporation - Local 185, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 658 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.5%		4%*
	Additional Adjustments		\$1 for Cashier, some job classification upgrading	
	Wage Group 1 (includes Labourer)	\$12.28 (\$11.75)	\$12.28	\$12.77
	Wage Group 15 (includes Auto Mechanic)	\$15.88 (\$15.20)	\$15.88	\$16.52

* Conditional wage reopener if the Consumer Price Index increases by more than 5.5% above the December 1987 index.

Shift Premium: Effective July 1, 1987, 0-44¢-44¢ (0-42¢-42¢). Effective January 1, 1988, 0-46¢-46¢.

Weekend Premium: Effective July 1, 1987, 46¢ (42¢) per hour for regularly scheduled dayshift, 88¢ (84¢) for shifts commencing between 1 p.m. and 5 a.m. Effective January 1, 1988, 50¢ and 92¢ respectively.

Acting Pay: Employee required to work at a higher classification for more than 2 hours receives the higher rate of pay for half of a shift or hours worked, whichever is greater. (Previously, for hours worked, with the 2-hour requirement.)

Paid Vacation: Effective July 1, 1988, 5 weeks after 17 (18) years of service.

Bereavement Leave: 2 additional days' paid leave if employee attends the funeral outside of Ontario for father, mother, son or daughter.

Health and Welfare: Long Term Disability - Effective January 1, 1988, maximum monthly benefit is \$2,500 (\$2,000).

Vision Care - Effective July 1, 1987, \$100 (\$75) every 2 years. Effective January 1, 1988, \$125.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Effective July 1, 1987, plan extended to include major restorative, 100% employer paid, with a maximum claim of \$2,000 annually (new).

Continuation of Benefits (new) - Effective July 1, 1987, employer pays 50% of premium costs for OHIP, major medical and vision care for 5 years for employees on L.T.D. and to age 65 for employees on early retirement.

W.C.B. Leave: Employee receives 90% (100%) of regular wages, with option to deduct 10% from accumulated sick leave credits.

Tool Allowance: \$130 (\$120) per year for Mechanics and Carpenters.

Hamilton City Corporation and Hamilton-Wentworth Regional Municipality at Hamilton - Local 5, Canadian Union of Public Employees (CLC) (outside employees): Two 24-month renewal agreements effective from January 16, 1987 to January 15, 1989, covering 740 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 16/87</u>	<u>Jan. 16/88</u>
	General Increases	4.5%	4%
	Additional Adjustment	25¢ premium for Waste Inspector folded into wage rate	

	<u>Jan. 16/87</u>	<u>Jan. 16/88</u>
<u>Hamilton City Corp.</u>		
Labourer	\$11.663 (\$11.161)	\$12.130
Motor Mechanic	\$14.157 (\$13.547)	\$14.723

Additional Adjustment: Effective June 1, 1988, 1% of Local 5 annual salary costs for upgrading positions identified by a joint job evaluation programme.

Shift Premium:	45¢ (35¢) per hour when the majority of the shift hours are between 3 p.m and 7 a.m.
Weekend Premium:	45¢ (25¢) per scheduled hour worked between midnight Friday and midnight Sunday.
Pay for Work on Paid Holidays:	Double time for all hours worked (time and one-half for the first 4 hours and double time thereafter).
Paid Vacation:	4 weeks after 9 (10) years of service. Effective January 1, 1988, 5 weeks after 17 (18) years, 5 weeks plus 1 day after 20 (22) years, 5 weeks plus 2 days after 21 (23) years, 5 weeks plus 3 days after 22 (24) years, 5 weeks plus 4 days after 23 (26) years and 6 weeks after 25 (27) years.
Bereavement Leave:	3 (1) days' paid leave upon death of grandparent or grandchild. 1 day's paid leave for employee designated by the Union President to attend the funeral of a current or retired member of Local 5 (new).
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$100 (\$65) every 2 years. <u>Dental Plan</u> - Effective June 1, 1987, removable prosthodontic, fixed prosthodontic and major restorative coverage is added on a 50%-50% co-insurance basis to a maximum of \$500 per year (new). Effective January 1, 1988, maximum \$1,000 per year and orthodontic coverage for dependent children up to age 18 is added on a 50%-50% co-insurance basis with a lifetime maximum of \$1,000 (new). <u>Continuation of Benefits for Retirees (new)</u> - Employer pays 100% of premium costs for OHIP, Major Medical, Vision Care, Dental Plan and Life Insurance to age 65 for eligible retirees.
Meal Allowance:	\$5.50 (\$5) after 2 hours of overtime.
Mileage Allowance:	Allowance to equal the rate paid by the Central Garage of the City of Hamilton, currently 22¢ per kilometre (previously, 20¢ per km.).
Travel Allowance and Business Insurance:	Maximum \$100 (\$50) per year for employee required to use his car on employer's business who presents proof that car insurance has been endorsed for business purposes. Effective in 1988, \$150.

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.)

(uniformed and civilian employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 237 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>June 1/87</u>
	General Increases	3%	1.3%
	<u>Annual Rates</u>		
	<u>Police Officers</u>		
	Constable	\$25,150.25	\$25,477.20
	4th Class-Level II	(\$24,417.72)	
	Constable	\$37,537.69	\$38,025.68
	1st Class	(\$36,444.36)	
	Superintendent	\$56,306.54	\$57,038.53
		(\$54,666.54)	
	Effective	<u>Jan. 1/88</u>	<u>June 1/88</u>
	General Increases	3%	3%
	Constable	\$26,241.52	\$27,028.77
	4th Class-Level II		
	Constable	\$39,166.45	\$40,341.44
	1st Class		
	Superintendent	\$58,749.69	\$60,512.18

Health and
Welfare:

Vision Care - Benefit is \$100 (\$60) every 2 years.

Continuation of Benefits for Retirees - Vision care and dental plan coverage from age 55 to 65 (new).

Toronto City Corporation, Metropolitan Toronto Municipality and Metropolitan Toronto

Licensing Commission - Locals 43 and 79, Canadian Union of Public Employees (CLC) (inside and outside employees): Five 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 12,872 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.5%	4%*
	<u>Metro Toronto</u>		
	<u>Inside Employees</u>		
	Clerk Grade 5	\$8.85-\$10.35	\$9.20-\$10.76
		(\$8.47-\$9.90)	
	Planner	\$17.92-\$24.86	\$18.64-\$25.85
		(\$17.15-\$23.79)	

	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
<u>Outside Employees</u>		
Labourer	\$12.27 (\$11.74)	\$12.76
Machinist	\$16.22 (\$15.52)	\$16.87
Marine Engineer Grade 2	\$17.47 (\$16.72)	\$18.17
<u>Toronto City</u>		
<u>Inside Employees</u>		
Mail Clerk	\$8.62-\$10.77 (\$8.25-\$10.31)	\$8.97-\$11.20
Senior Real Estate Appraiser	\$22.71-\$24.96 (\$21.73-\$23.88)	\$23.62-\$25.96
<u>Outside Employees</u>		
Labourer	\$12.26 (\$11.73)	\$12.75
Auto Mechanic	\$17.08 (\$16.34)	\$17.76

* Conditional Wage Reopener if the Consumer Price Index increases by more than 5.5% above the December 1987 index.

Maximum rate for Mail Clerk and Senior Real Estate Appraiser is reached after 3 annual increases, and for Planner after 6 annual increases.

Shift Premium: Effective June 19, 1987, 0-44¢-44¢ (0-42¢-42¢). Effective January 1, 1988, 0-46¢-46¢.

Weekend Premium: Effective June 19, 1987, 88¢ per hour for all regular hours worked on the afternoon and/or night shifts ending on a Saturday and/or a Sunday of a regularly scheduled work week. Effective January 1, 1988, 92¢. (Previously, 80¢ for Metro Toronto and 84¢ for Toronto City.)

Acting Pay: An employee temporarily assigned to a higher classification, who completes a period of 12 aggregate months within a period of 18 continuous months from the date first assigned to higher position, receives an increment effective the beginning of the pay period closest to the date on which he completes the 12 aggregate months, and increments for each 12 aggregate months accumulated thereafter (new).

Paid Vacation: Effective January 1, 1988, 5 weeks after 17 (18) years of service.

Paid Maternity Leave (new):	Effective July 1, 1987, maximum 15 weeks at the difference between 75% of wages and UIC benefit, paid after a 2-week waiting period.
Health and Welfare:	<u>Local 79 and 43, Metro Toronto and Metropolitan Licensing Commission</u> - Effective August 26, 1987, temporary employees with 1 (2) years of aggregate service are eligible for health and welfare benefits. <u>OHIP - Local 79, Toronto City</u> - Effective June 19, 1987, employer pays 100% of premium costs for temporary employees who complete 392-503 or 448-575 aggregate paid hours during previous 8 pay periods. (Previously, 80% and 90% of premium costs respectively.) <u>Life Insurance for Early Retirees</u> - Effective July 1, 1987, benefit is \$3,000 to age 65 for employees who retire early on an unreduced service or disability pension (new). <u>Long Term Disability</u> - Effective September 1, 1987, current benefits increased by \$50 per month to a maximum \$2,000 benefit. Effective July 1, 1988, maximum benefit is \$2,500 for disability commencing on or after January 1, 1988. <u>Vision Care</u> - Effective July 1, 1987, maximum claim is \$100 (\$75) every 2 years. Effective July 1, 1988, \$125. <u>Dental Plan</u> - Effective September 1, 1987, major restorative rider is added on a 50%-50% co-insurance basis to a maximum of \$1,000 per person per year. Coverage includes caps, inlays, onlays and gold fillings (new). <u>Continuation of Benefits</u> - Effective July 1, 1987, employer pays 100% of premium costs for health and welfare benefits for 17-week maternity leave (new). Effective September 1, 1987, employer pays 50% of premium costs for OHIP, major medical, semi-private and dental coverage for employee on L.T.D. (new). Dependent children over age 21 who are full-time students are covered by major medical, dental, semi-private and life insurance (new). <u>Continuation of Benefits for Early Retirees - Metro Toronto and Metropolitan Licensing Commission</u> - Employer pays premium costs for OHIP, major medical, semi-private and dental plans for employees who retired on or after January 1, 1987, until age 65 (new). <u>Local 79, Metro Toronto</u> - \$50 (\$47.50) twice per year.
Clothing Allowance (Nursing Attendant):	
Mileage Allowance:	<u>Local 79</u> - Effective July 1, 1987, 25¢ (24¢) per kilometre. Effective January 1, 1988, 26¢.
Tool Allowance:	<u>Local 43 - Toronto City</u> - \$150 (\$120) per year. Effective in 1988, \$180.

Waterloo Regional Board of Commissioners of Police at Kitchener - Police Association (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 443 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	Increases	4%, except 6.5% for Staff Sergeant	1.4%, except 1.3% for Staff Sergeant
	Constable 3rd Class	\$30,780 (\$29,596)	\$31,211
	Constable 1st Class	\$38,480 (\$37,000)	\$39,019
	Staff Sergeant	\$47,400 (\$44,500)	\$48,000
Payment in Lieu of Shift Premium:	\$300 (\$200) per year if required to work 3 shifts and \$175 (\$100) per year if required to work 2 shifts.		
Overtime, Call- out, Stand-by, Court-time and Special Duty Pay:	Hourly rate is calculated on the employee's basic annual salary for 52 (50) weeks of 40 hours.		
Health and Welfare:	<u>Life Insurance and A. D. & D. for Early Retirees (new)</u> - Benefit is 2 times salary on date of retirement to age 60 and \$5,000 from age 60 to 65.		
Clothing Allowance:	\$832 (\$800) per year for members of the Plainclothes Division and \$244 (\$235) for constables transferred to a Plainclothes Division for a 3 month period.		
Travel Allowance (new):	Employee receives Waterloo Regional Municipality rates when using own car to attend required courses outside the region.		

CONSTRUCTION

Ontario Carpentry Contractors Association, province-wide except OLRB Areas 1 and 19 to 25 inclusive - Local 27, Carpenters (AFL-CIO) (residential low rise construction): A 23 1/2-month renewal agreement effective from May 19, 1987* to April 30, 1989, covering 540 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

* Previous agreement expired April 30, 1987.

Package:	Effective	<u>May 19/87</u>	<u>May 1/88</u>
	General Increases	\$2.75	\$1.65
	Journeyman Carpenter	\$20.68 (\$17.93)	\$22.33

Package rates shown include wages, vacation and holiday pay, and employer contributions to the welfare fund.

Apprentice Fund: Employer contributes 8¢ (4¢) per hour worked.

Industry Fund: Employer contributes 15¢ (10¢) per hour worked.

Addenda

March 1987 Settlement

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 200 Ontario employees, settled at the bargaining stage in March 1987. Duration of negotiations - 1 month.

Package:	Effective	<u>May 1/87</u>	<u>May 1/88</u>
	General Increases	60¢	90¢
	Welder-Journeyman	\$27.31 (\$26.71)	\$28.21
	Welder-Bead/Hot Pass	\$27.97 (\$27.37)	\$28.87

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 90¢ (70¢) per hour earned.

Pension Fund: Employer contributes \$1.40 (\$1.25) per hour earned. Effective May 1, 1988, \$1.65.

April 1987 Settlements

RUBBER AND PLASTICS PRODUCTS

General Tire Canada Ltd., Diversitech General Division at Welland - Local 455, Rubber Workers (AFL-CIO/CLC): A 38-month renewal agreement effective from April 1, 1987* to June 1, 1990, covering 459 employees, settled at the bargaining stage and ratified in April 1987. Duration of negotiations - 3 months.

*Previous agreement was scheduled to expire May 31, 1987.

Wages:	Effective	<u>Apr. 5/87</u>	<u>June 1/88</u>	<u>June 1/89</u>
	General Increases	35¢	25¢	25¢
	Skilled Trades Adjustment	20¢, except 30¢ for Tool & Die		

	<u>Apr. 5/87</u>	<u>June 1/88</u>	<u>June 1/89</u>
Additional Adjustments	5¢-25¢ for certain classifications		
Product Repair	\$10.79 (\$10.44)	\$11.04	\$11.29
Mechanical Product Development 1st Class	\$13.63-\$13.93 (\$13.08-\$13.38)	\$13.88-\$14.18	\$14.13-\$14.43

Maximum rate for Mechanical Product Development 1st Class is reached after three 3-month increases.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100 using the May index as the base in each contract year. Triggered at 6% per year and adjusted annually. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$20,000 (\$16,000).

Weekly Indemnity - Maximum benefit is \$318 (\$255), with a minimum payment of \$187 (unchanged).

Survivor Income Disability Benefit and Transition Survivor Income Benefit - \$400 (\$300) per month, for a maximum of 24 months.

Vision Care - Maximum claim is \$120 (\$80) every 2 years.

Hearing Aid - Maximum lifetime claim is \$500 (\$350).

Dental Plan - Coverage is based on the 1986 (1980) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - For employee retiring on or after April 1, 1987, \$17 (\$15) per month per year for the first 15 years of credited service, \$19 (\$16.50) per month per year for the second 15 years of credited service and \$20.50 (\$17) per month per year for credited service in excess of 30 years.

Type A Supplemental Benefit - \$12.50 (\$11) per month per year of credited service to a maximum of 30 years for employee retiring on or after April 1, 1987.

Early Retirement (new) - Employee with 30 or more years of service may retire on unreduced pension.

Supplemental Unemployment Benefit Plan: Employer Contribution - 7¢-17¢ (2¢-12¢) per hour worked, depending on fund level.

Meal Allowance: \$4.50 (\$3) after 2 hours of unscheduled overtime.

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A
12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 1,412 employees, settled at the bargaining stage and ratified in April 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.68%
	Teacher-Level D 0-6 years	\$19,374-\$25,869 (\$18,508-\$24,712)
	Teacher-Level A1 0-10 years	\$26,249-\$41,939 (\$25,075-\$40,064)
	Teacher-Level A4 0-10 years	\$29,905-\$50,876 (\$28,568-\$48,601)
	Principal 0-3 years	\$55,254-\$61,462 (\$52,784-\$58,714)

Responsibility Allowances: Increased by 4.68%.

Health and Welfare: Dental Plan - Effective August 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1988, the previous year's O.D.A. fee schedule.

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A
24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 353 employees, settled at the bargaining stage and ratified in April 1987. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases	4.31%	*
	Additional Adjustment	Responsibility allowances for Principal and Vice-Principal folded into salaries	
	Teacher-Category 1 0-10 years	\$23,392-\$39,840 (\$22,417-\$38,187)	
	Teacher-Category 4 0-12 years	\$27,799-\$50,539 (\$26,636-\$48,440)	

	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Vice-Principal 0-3 years	\$56,604-\$59,636 (\$39,285-\$41,935)	
Principal 0-3 years	\$64,184-\$67,216 (\$46,450-\$49,100)	

* Effective September 1, 1988, increase to equal the percentage increase in the Consumer Price Index for the period May 1987 to May 1988, with a minimum of 3.8% and a maximum of 4.5%.

Responsibility Allowances:	Increased by 4.3%.
Extra Degree Allowances:	\$710 (\$700) for Master's Degree and \$1,060 (\$1,000) for Ph.D.

York Region Board of Education at Aurora - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,190 employees, settled at the bargaining stage and ratified in April 1987. Duration of negotiations - 3 months.

Wages:	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>
Effective		
COLA Fold-in	1%	
General Increases	4%	1%
Teacher-Category 1 0-10 years	\$24,307-\$41,127 (\$23,141-\$39,153)	\$24,550-\$41,538
Teacher-Category 4 0-10 years	\$28,385-\$51,097 (\$27,023-\$48,646)	\$28,669-\$51,608
Vice-Principal 0-4 years	\$56,159-\$59,992 (\$53,464-\$57,114)	\$56,721-\$60,592
Principal 0-4 years	\$63,248-\$68,381 (\$60,213-\$65,100)	\$63,880-\$69,065
Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
General Increases	4%	1%
Teacher-Category 1	\$25,532-\$43,200	\$25,787-\$43,632
Teacher-Category 4	\$29,816-\$53,672	\$30,114-\$54,209
Vice-Principal	\$58,990-\$63,016	\$59,580-\$63,646
Principal	\$66,435-\$71,828	\$67,099-\$72,546

Cost of Living Allowance:	1% per 1% increase in the Consumer Price Index from the April 1988 index to the April 1989 index, triggered at 4.5% (3.5%) and capped at 6% (5%). Payable as a lump sum in June 1989 and folded into rates at the end of the contract.
Responsibility Allowances:	Increased by 1%. Effective September 1, 1988, increased by 4%, except Consultant - \$5,979 (unchanged). Effective February 1, 1989, all allowances increased by 1%, except Consultant - \$5,979.
Extra Degree Allowances:	Increased by 1%. Effective September 1, 1988, increased by 4%. Effective February 1, 1989, increased by 1%.
Health and Welfare:	<p>OHIP - Employer pays 85% (75%) of premium costs. Effective September 1, 1988, 100%.</p> <p>Vision Care - Maximum claim is \$150 (\$100) every 2 years. Effective September 1, 1988, \$200.</p> <p>Dental Plan - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective September 1, 1988, the 1988 O.D.A. fee schedule.</p>

CONSTRUCTION

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 500 Ontario employees, settled at the bargaining stage in April 1987. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/87</u>	<u>May 1/88</u>
	General Increases	60¢	90¢
	Rodman	\$20.24 (\$19.64)	\$21.14
	Specialized Labourer	\$21.62 (\$21.02)	\$22.52

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 60¢ (35¢) per hour worked.

May 1987 Settlements

PRIMARY METAL

International Malleable Iron Company Limited at Guelph - Local 3000, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from March 1, 1987 to February 29, 1988, covering 210 employees, settled at the post conciliation bargaining stage and ratified in May 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/87</u>	<u>Sept. 3/87</u>	<u>Feb. 25/88</u>
	COLA Fold-in	65¢		
	General Increases		50¢	50¢
	Job Class 1 (includes Carton Maker and Bench Packer-Warehouse)	\$11.625 (\$10.975)	\$12.125	\$12.625
	Job Class 19 (Patternmaker Wood "A" - Pattern)	\$13.44 (\$12.79)	\$13.94	\$14.44
	Previous rates reflect a \$1 decrease in wages implemented on June 23, 1986.			

Cost of Living Allowance: 1¢ per 0.28 point change in the Consumer Price Index - 1971=100, using the March 1987 index as the base. Adjusted quarterly.
(Basic formula is unchanged and reactivated following its suspension June 23, 1986.)

ELECTRICAL PRODUCTS

Electrohome Limited at Cambridge - Local 1986*, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1987 to May 31, 1990, covering 357 employees, settled at the bargaining stage and ratified in May 1987. Duration of negotiations - 1 1/2 months.

* Previously Local 2176.

Wages:	Effective	<u>June 1/87</u>	<u>June 1/88</u>	<u>June 1/89</u>
	COLA Fold-in	46¢		
	General Increases	30¢	25¢	25¢
	Equity Adjustments	15¢	12¢	12¢
	Equity Adjustment	20¢ for Epoxy Operator		
	Assembler	\$8.56-\$8.82 (\$7.80-\$8.06)	\$8.81-\$9.07	\$9.06-\$9.32
	Toolmaker A	\$12.40 (\$11.49)	\$12.77	\$13.14

Maximum rate for Assembler is reached after 18 weeks.

Cost of Living Allowance: 53¢ COLA was generated during the previous agreement; 46¢ is folded into wages on June 1, 1987 and 7¢ continues to float.

1¢ per 0.155 (0.16) point change in the Consumer Price Index - 1981=100, using the April 1987 index as the base. Adjusted quarterly. Effective in the second year, 1¢ per 0.15 point change in the CPI - 1981=100. No diversions. (Previously, diversions of 5¢ per quarter in the first year and 3¢ per quarter in the second year.)

Shift Premium: 0-38¢-43¢ (0-36¢-41¢). Effective June 1, 1988, 0-40¢-45¢. Effective June 1, 1989, 0-42¢-47¢.

Bereavement Leave: 3 days' paid leave upon death of step-parent/-sister/-brother/-child (new).

Health and Welfare: Life Insurance and A. D. & D. - Effective June 1, 1988, benefit is \$14,000 (\$13,000). Effective June 1, 1989, \$15,000.

Weekly Indemnity - Benefit is payable for a maximum 30 (26) weeks. Effective June 1, 1988, 34 weeks. Effective June 1, 1989, 38 weeks.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective each June, updated to the O.D.A. fee schedule 2 years behind current year.

Continuation of Benefits - Employer continues to pay its share of premium costs for employee on maternity leave (new).

Pension Plan: Basic Benefit - \$14 (\$13) per month per year of service. Effective June 1, 1988, \$15. Effective June 1, 1989, \$16.

Vesting - No age requirement. (Previously, at age 45.)

Prescription Safety Glasses: Employer pays 100% of cost to a maximum \$90 (\$80) every 2 years. Effective June 1, 1988, maximum \$100.

Safety Shoe Allowance: Employer pays 50% of cost to a maximum \$40 (\$35) per year. Effective June 1, 1988, maximum \$45.

Tool Allowance: \$180 (\$177) per year. Effective June 1, 1988, \$185. Effective June 1, 1989, \$190.

Health and Safety Training (new): 30 paid hours over the term of the agreement for training health and safety committee members.

EDUCATION AND RELATED SERVICES

Hastings-Prince Edward County Roman Catholic Separate School Board at Belleville - Ontario English Catholic Teachers' Association (Ind.): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 220 employees, settled at the bargaining stage and ratified in May 1987. Duration of negotiations - 1 month.

Wages:

Effective	<u>Sept. 1/87</u>	<u>Aug. 31/88</u>
General Increases	4.5%	*
Additional Adjustments	\$500 to maximum rate of Level's 1, 2 and 3	\$250 to maximum rate of Level's 1, 2 and 3
Teacher-Level 1 0-14 (0-6) years	\$16,444-\$26,006 (\$15,736-\$24,386)	\$16,444-\$26,256
Teacher-Level 4 0-14 (0-11) years	\$20,839-\$39,417 (\$19,942-\$37,720)	\$20,839-\$39,417
Teacher-Level 7 0-14 years	\$26,613-\$49,711 (\$25,467-\$47,570)	\$26,613-\$49,711

Previous rates were adjusted on September 1, 1986, to reflect a 3.7% increase in the CPI.

* Increase to equal the percentage increase in the Consumer Price Index between June 1987 and June 1988, with a minimum guarantee of 4.5% and a maximum of 7%.

Effective	<u>Aug. 31/89</u>
General Increase	**
Additional Adjustment	\$250 to maximum rate of Level's 1, 2 and 3

** Increase to equal the greater of the percentage increase in the CPI between June 1988 and June 1989 or 4.5%.

Responsibility Allowances:

Principal

- "A" School - 16.5% of Level 7 maximum (\$7,200)
- "B" School - 12.5% of Level 7 maximum (\$5,500)
- "C" School - 7.5% of Level 7 maximum (\$3,000)

Co-ordinator - \$4,700 (\$4,320) plus \$500 (\$300) for following year to maximum \$5,200 (\$4,620).

Secondary School Co-ordinator (new) - \$2,500 plus \$250 per year of experience as Co-ordinator, to maximum \$3,000.

Secondary School Assistant Co-ordinator (new) - Equivalent of 50% of Secondary School Co-ordinator's allowances and increments.

Consultant/Resource Teacher - \$3,000 (\$1,050) plus \$250 (unchanged) per year of experience to a maximum of \$3,500 (\$2,100).

Effective September 1, 1988 and 1989, all responsibility allowances to be increased in accordance with the general salary increases.

Special Leave:	2 (1) days' paid leave in cases such as adoption of child or for a husband at birth of child.
Compassionate Leave (new):	Maximum 2 paid days per school year, to care for seriously ill immediate family member.
Education Fund:	\$3,500 (\$6,300) for term of contract.
Health and Welfare:	<u>Life Insurance and Major Medical</u> - Employer pays 85% (80%) of premium costs. Effective September 1, 1988 and 1989, 90% and 100% respectively. <u>Dental Plan</u> - Employer pays 75% (70%) of premium costs. Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective September 1, 1988 and 1989, 80% and 100% of premium costs respectively. <u>Vision Care (new)</u> - Effective September 1, 1989, employer pays 100% of premium costs. Further details are not yet available.

PERSONAL SERVICES

Trans Nation Incorporated, King Edward Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1987 to January 31, 1990, covering 226 employees, settled at the bargaining stage and ratified in May 1987. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/87</u>	<u>Feb. 1/88</u>	<u>Feb. 1/89</u>
	General	4.5%	4.5%	5%
	Increases			
	Waiter/Waitress	\$5.08 (\$4.86)	\$5.31	\$5.58
	Electrician	\$13.25 (\$12.68)	\$13.85	\$14.54
Paid Holidays:	Effective February 1, 1988, employee's birthday is added for a total of 12 (11) days.			
Paid Vacation:	Effective February 1, 1988, 4 weeks after 13 (14) years of service. Effective February 1, 1989, 4 weeks after 12 years.			
Health and Welfare:	<u>Employer Contribution</u> - Effective May 1987, 35¢ (31¢) per hour worked to the trust fund per regular full-time employee working 20 or more hours per week. Effective May 1, 1988, 38¢. Effective May 1, 1989, 41¢.			
Pension Plan:	Effective May 1, 1989, employer and employee each contribute 10¢ (5¢) per hour worked.			

CONSTRUCTION

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 500 Ontario employees, settled at the bargaining stage and ratified in May 1987. Duration of negotiations - 2 months.

Package:	Effective	<u>May 1/87</u>	<u>May 1/88</u>
	General Increases	60¢	90¢
	Intermediate Operator	\$24.78 (\$24.18)	\$25.68
	Principal Operator- Group I	\$26.70 (\$26.10)	\$27.60
Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.			
Welfare Fund:	Employer contributes 65¢ (40¢) per hour. Effective May 1, 1988, 70¢.		
Pension Fund:	Employer contributes \$1.15 (\$1) per hour. Effective May 1, 1988, \$1.25.		
Industry Fund:	Employer contributes 11¢ (6¢) per hour.		

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec - Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 200 Ontario employees, settled at the bargaining stage in May 1987. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/87</u>	<u>May 1/88</u>
	General Increases	61¢	89¢
	Pick-up, Pilot Car or Truck	\$25.05 (\$24.44)	\$25.94
	Lowbed Driver	\$27.61 (\$27.00)	\$28.50
Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.			
Welfare Fund:	Employer contributes \$1.25 (\$1.15) per hour worked.		

Windsor Heavy Construction Association at Kent and Essex Counties - Local 880, Teamsters (Ind.), Local 625*, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 1,000 employees, settled at the bargaining stage and ratified in May 1987. Duration of negotiations - 1 month.

* Previously Locals 625 and 749.

Package:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>Nov. 1/88</u>
<u>Teamsters</u>				
Increases		\$1.48 reduction to 50¢ increase in Essex County; no increase in Kent County	50¢ for Classifications 1 to 4 in Essex County; no increase in Kent County	
<u>Driver, Single Axle</u>				
Kent County		\$15.25 (\$15.25)	\$15.25	
Essex County		\$16.35 (\$17.57)	\$16.85	
<u>Operating Engineers</u>				
General Increases		60¢	40¢	30¢
<u>Crane Operator</u>				
Kent County		\$18.96 (\$18.36)	\$19.36	\$19.66
Essex County		\$21.00 (\$20.40)	\$21.40	\$21.70
<u>Labourers</u>				
General Increases		60¢	40¢	30¢
<u>Common Labourer</u>				
Kent County		\$16.45 (\$15.85)	\$16.85	\$17.15
Essex County		\$18.97 (\$18.37)	\$19.37	\$19.67
Package rates shown include wages, vacation and holiday pay, employer contributions to welfare fund for Teamsters and employer contributions to welfare and pension funds for Operating Engineers and Labourers.				
Welfare Fund:	<u>Operating Engineers</u> - Employer contributes 60¢ (55¢) per hour. Effective May 1, 1988, 65¢.			
	<u>Labourers, Essex County</u> - Employer contributes 60¢ (50¢) per hour.			

Labourers, Kent County - Employer contributes 60¢ (70¢) per hour.

Teamsters, Essex County - Employer contributes \$1.50 (\$1) per hour.

Pension Fund:

Operating Engineers - Employer contributes \$1.05 (\$1) per hour.
Effective May 1, 1988, \$1.10.

Labourers, Kent County - Employer contributes 50¢ (25¢) per hour.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO

JANUARY TO JUNE 1987
CUMULATIVE INDEX BY EMPLOYER

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
A.R. Clarke & Co. Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	May	143
Abitibi-Price Inc., La Compagnie Price Limitee, La Campagnie Gaspesia Limitee, Ontario, Quebec and Newfoundland and Cdn. Paperworkers (CLC) (mill empls.)	June	192
Algoma Steel Corp. Ltd., Steelworks and Superior Ltd., Tube Div., Sault Ste. Marie and Algoma Ore Div., Wawa and United Steelworkers (AFL-CIO/CLC) (clerical, technical, mine production and maintenance mill empls.)	May	147
Algoods Div., Aluminum Co. of Canada, Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Mar.	92
Allied Automotive, Bendix Electronics Ltd. Div., Chatham and Cdn. Auto Workers (CLC)	Apr.	107
Allied Corp. (Signal), Certified Brakes Div., Mississauga and United Steelworkers (AFL-CIO/CLC)	June	198
AMCA International Ltd., Dominion Bridge - Ontario, Mount Dennis Plant, Toronto and United Steelworkers	Apr.	106
American Motors (Canada) Inc., Holmes Foundry Div., Sarnia and Cdn. Auto Workers (CLC)	May	178
Atikokan Forest Products Inc., Sapawe and McKenzie Forest Products Inc., Hudson and Carpenters (AFL-CIO) (sawmill empls.)	May	144
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River and Office and Professional Empls. (AFL-CIO/CLC)	June	228
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC)	May	183
Batronics Inc., Maple and Cdn. Auto Workers (CLC)	May	149
BBC Brown Boveri Canada Inc., Power Distribution Div., Mississauga and Cdn. Operating Engineers (CCU)	Feb.	38
Bethany Lodge and 9 other nursing homes at London and district and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	June	226
Brampton City Corp. and CUPE (CLC) (outside, office and technical/professional empls.)	Feb.	49
Brant County Board of Education, Brantford and Ont. Secondary School Teachers' Fed. (Ind.)	June	213
Bruce County Board of Education, Chesley and Ont. Secondary School Teachers' Fed. (Ind.)	June	214
Burlington Canada Inc., Bramalea and Labourers (AFL-CIO)	Apr.	104
CAE DieCast Ltd., St. Catharines and Machinists (AFL-CIO/CLC)	Feb.	29
Canadian Broadcasting Corp., system-wide and Newspaper Guild (AFL-CIO/CLC)	June	212
Canadian General Electric Co. Ltd., Toronto, Burlington, Peterborough and Trenton and Electrical Workers (UE) (CLC)	Feb.	37
Canadian Imperial Bank of Commerce, Chargex Centre, Toronto and CLC Directly Chartered (full-time and part-time empls.)	Mar.	76
Canadian National Institute for the Blind, Ontario Div., province-wide and Service Employees Intl. (AFL-CIO/CLC)	June	229
Canadian Rock Salt Co. Ltd., Ojibway Mine, Windsor and Cdn. Auto Workers (CLC)	Mar.	70
Carleton Board of Education, Nepean and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	240
Carleton Board of Education, Nepean and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	156

Cdn. Broadcasting Corp., system-wide and Broadcast Empls. (NABET) (CLC)	Mar.	73
Cdn. General Electric Co. Ltd., Oakville, Peterborough and Toronto and Communications-Electrical Workers (CLC) (plant and office empls.)	Mar.	67
Cdn. Pacific Hotels Corp., Royal York Hotel, Toronto and Hotel Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	May	165
Celanese Canada Inc. - Millhaven Plant, Kingston and Energy and Chemical Workers (CLC)	Mar.	60
Commonwealth Holiday Inns of Canada Ltd., Holiday Inn of Toronto-Downtown and Hotel Empls. (AFL-CIO/CLC)	Mar.	95
Complax Corp., Cobourg and Communications-Electrical Workers (CLC) (production and office empls.)	Jan.	6
Consumers Distributing Co. Ltd., Mississauga and other southern Ont. centres and Teamsters (Ind.) (warehouse empls. and drivers)	Apr.	115
Consumers' Gas Co., Toronto and other central and southeastern Ontario centres and Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory empls.)	Jan.	7
Corah Ltd., Barrie and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	134
Coro (Canada) Inc., Toronto and Metal Polishers (AFL-CIO/CLC)	Jan.	5
Cyanamid Canada Inc., Niagara Falls and Electrical Workers (UE) (CLC)	Feb.	39
Dayton-Walther Canada Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	Apr.	109
Dickenson Mines Ltd., Balmertown and United Steelworkers (AFL-CIO/CLC)	June	211
Domglas Inc., Hamilton and Aluminum, Brick and Glass Workers (AFL-CIO/CLC) (plant and warehouse empls.)	June	205
Du Pont Canada Inc., Maitland and Energy and Chemical Workers (CLC)	Apr.	112
Dubreuil Brothers Ltd., Dubreuilville and Employees Assn. (Ind.)	June	190
Dufferin County Board of Education, Orangeville and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	116
Dufferin-Peel Roman Catholic Separate School Board, Mississauga and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	174
Dufferin-Peel Roman Catholic Separate School Board, Mississauga and CUPE (CLC) (maintenance, service and plant operations empls.)	May	180
Duo-Matic Olsen Inc., Tilbury and United Steelworkers (AFL-CIO/CLC) (production and office empls.)	Mar.	65
Durham Board of Education, Oshawa and CUPE (CLC) (full-time and part-time custodial, maintenance, cafeteria empls. and drivers)	June	214
Durham Regional Board of Commissioners of Police, Oshawa and Police Assn. (Ind.) (uniformed empls.)	May	166
Durham Regional Municipality, Homes for the Aged, Whitby, Oshawa and Beaverton and CUPE (CLC) (full-time and part-time service empls.)	Jan.	17
Durham Regional Municipality, Works Department, Whitby and CUPE (CLC)	Apr.	127
East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	76
East York Borough Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	86
Eaton Yale Ltd., Controls Div., St. Thomas and United Steelworkers (AFL-CIO/CLC)	June	202
Electrohome Ltd., Cambridge and Cdn. Auto Workers (CLC)	June	243

Essex County Roman Catholic Separate School Board, Essex and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary teachers)	June	215
Etobicoke City Corp. and CUPE (CLC) (outside empls.)	June	231
Etobicoke General Hospital and Ont. Nurses' Assn. (Ind.)	May	163
Extendicare Health Services Inc., Beacon Hill Lodges of Canada Ltd., Diversicare Inc., and Versa-Care Ltd., various centres in Ontario and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Jan.	18
Extendicare Health Services Inc., York (Sudbury), Timmins, Kapuskasing, Hearst and Tri-Town (Haileybury) and CUPE (CLC) (full-time and part-time empls.)	Jan.	25
Federal Pioneer Ltd., Bramalea and Communications-Electrical Workers (CLC)	Apr.	111
Federated Building Maintenance Co. Ltd., Pearson International Airport, Mississauga and Labourers (AFL-CIO)	Jan.	19
Fisher Controls Co. of Canada Ltd., Woodstock and Cdn. Auto Workers (CLC)	June	208
Fleet Aerospace Corp., Fleet Industries Div., Fort Erie and Machinists (AFL-CIO/CLC) (production and office empls.)	Jan.	4
Ford Electronics Manufacturing Corp., Markham and Machinists (AFL-CIO/CLC)	Feb.	37
Ford Glass Ltd., Scarborough and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	June	206
Foster Wheeler Ltd., St. Catharines and United Steelworkers (AFL-CIO/CLC)	Feb.	31
Four Seasons Hotels Inc., Four Seasons Yorkville, Toronto and Textile Processors (Ind.)	June	230
Frontenac-Lennox and Addington County Roman Catholic Separate School Board, Kingston and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	157
Fruehauf Canada Inc., Manufacturing Plant, Ingersoll and Cdn. Auto Workers (CLC)	Feb.	35
General Tire Canada Ltd., Diversitech General Div., Welland and Rubber Workers (AFL-CIO/CLC)	June	238
Great Atlantic and Pacific Co. of Canada Ltd., Distribution Centre, Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC)	Jan.	8
Great Atlantic and Pacific Co. of Canada Ltd., Windsor and Amherstburg and United Steelworkers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Feb.	41
Haldimand Board of Education, Cayuga and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	42
Halton Roman Catholic Separate School Board, Burlington and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	158
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	216
Hamilton City Corp. and Hamilton-Wentworth Regional Municipality, Hamilton and CUPE (CLC) (inside empls.)	Apr.	128
Hamilton City Corp. and Hamilton-Wentworth Regional Municipality, Hamilton and CUPE (CLC) (outside empls.)	June	232
Hamilton Public Library Board and CUPE (CLC) (full-time, part-time and casual empls.)	May	162
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton and Police Assn. (Ind.)	Apr.	129
Hand Assn. of Sewer, Watermain and Road Contractors, OLRB Areas 5 and 26 and Labourers (AFL-CIO)	Apr.	132

Hastings County Board of Education, Belleville and CUPE (CLC) (custodial and maintenance empls., bus and truck drivers and teachers assistants, clerical and technical empls.)	Apr.	117
Hastings-Prince Edward County Roman Catholic Separate School Board, Belleville and Ont. English Catholic Teachers' Assn. (Ind.)	June	244
Hayes-Dana Filters Inc., Cambridge Div., Cambridge and United Steelworkers (AFL-CIO/CLC)	Mar.	66
Honeywell Ltd., Scarborough and Cdn. Auto Workers (CLC)	Mar.	69
Hospital for Sick Children, Toronto and CUPE (CLC) (full-time service empls.)	Apr.	123
Hudson Aviation Services (Toronto) Inc., Mississauga and Machinists (AFL-CIO/CLC) (full-time and part-time empls.)	Mar.	92
Huron County Board of Education, Clinton and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	118
Huron County Board of Education, Clinton and Ont. Secondary School Teachers' Fed. (Ind.)	June	217
Inglis Ltd., Cambridge and Communications-Electrical Workers (CLC)	June	200
Innopac Inc., Montebello Metal Inc. Div., Hawkesbury and United Steelworkers (AFL-CIO/CLC)	Feb.	32
Interbake Foods Ltd., London and Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping empls. and drivers)	May	142
Interforest Ltd., Durham and Woodworkers (AFL-CIO/CLC)	May	145
International Malleable Iron Co. Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	June	242
John Noble Home, Brantford and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Jan.	18
Kellogg Salada Canada Inc., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Apr.	103
Kelsey-Hayes Canada Ltd., Beards Lane Plant and Eureka Foundry Plant, Woodstock and Cdn. Auto Workers (CLC)	Mar.	61
Kent County Roman Catholic Separate School Board, Chatham and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	43
L. Davis Textiles Co. Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	May	177
Lanark County Board of Education, Perth and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	77
Lancia-Bravo Foods, Toronto and Food and Commercial Workers (AFL-CIO/CLC)	June	218
Lear Siegler Industries Ltd., Whitby and Cdn. Auto Workers (CLC)	Mar.	93
Lennox and Addington County Board of Education, Napanee and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers Fed. (Ind.)	June	218
Lever Detergents Ltd., Toronto and Teamsters (Ind.)	Mar.	68
Lincoln County Board of Education, St. Catharines and CUPE (CLC) (office and technical empls.)	Apr.	119
Lincoln County Board of Education, St. Catharines and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	Mar.	78
Lincoln County Board of Education, St. Catharines and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	218
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide and Ont. Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and casual empls.)	May	155
London City Corp. and CUPE (CLC) (inside empls.)	Apr.	130
London City Corp. and CUPE (CLC) (outside empls.)	May	167

London City Corp., Dr. John Dearnness Home for Elder Citizens and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	May	164
London City Public Utilities Commission and CUPE (CLC)	Feb.	40
Mattabi Mines Ltd., Ignace and United Steelworkers (AFL-CIO/CLC)	May	151
Mechanical Contractors Assn. of Ottawa, Renfrew and Ottawa Area and Plumbers (AFL-CIO/CFL)	Jan.	23
Metropolitan General Hospital, Windsor and Service Employees Intl. (AFL-CIO/CLC) (full-time, part-time and casual service empls.)	June	225
Metropolitan Separate School Board, Toronto and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Jan.	10
Metropolitan Toronto and Vicinity Residential Low Rise Forming Contractors Assn. and Labourers (AFL-CIO) (house basements)	May	172
Metropolitan Toronto Apartment Builders Assn. and Labourers (AFL-CIO)	May	171
Metropolitan Toronto Independent Contractors, Low Rise Residential Construction and Plumbers (AFL-CIO/CFL)	May	168
Metropolitan Toronto Municipality, Homes for the Aged and CUPE (CLC) (part-time empls.)	June	227
Mount Sinai, North York General, Toronto East General and Orthopaedic Hospitals and Sunnybrook Medical Centre, North York and Toronto and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	May	182
Muskoka Board of Education, Bracebridge and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	50
National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Div. and Cash and Carry Operations at various locations in Ontario and Hull, Que. and Teamsters (Ind.) (full-time and part-time empls.)	Jan.	7
Niagara Falls City Corp. and CUPE (CLC) (inside and outside empls.)	Apr.	131
Niagara South Board of Education, Welland and CUPE (CLC) (full-time and part-time maintenance, service and plant operations empls.)	Apr.	120
Niagara South Board of Education, Welland and Ont. Public School Teachers' Fed. (occasional teachers)	Apr.	133
North Bay City Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	87
North York City Corp. and CUPE (CLC) (inside, outside and dental hygiene empls.)	Mar.	88
North York City Hydro Electric Commission and CUPE (CLC) (inside and outside empls.)	Apr.	114
Northumberland and Newcastle Board of Education, Cobourg and Ont. Secondary School Teachers' Fed. (Ind.)	June	219
Omstead Foods Ltd., Wheatley and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	102
Ontario Carpentry Contractors Assn., province-wide except OLRB Areas 1 and 19 to 25 inclusive and Carpenters (AFL-CIO) (residential low rise construction)	June	237
Ontario Concrete and Drain Contractors Assn., OLRB Area 8 and Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	May	171
Ontario Form Work Assn., province-wide and Form Work Council of Ont., Labourers (AFL-CIO), Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO)	May	168
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	Apr.	124
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	Apr.	125
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (correctional services category)	Apr.	125
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (technical services category)	Apr.	126

Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	Apr.	126
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	May	166
Ontario Government, province-wide and Ont. Provincial Police (Ind.) (police officers)	June	230
Ontario Hydro, province-wide and CUPE (CLC)	Mar.	74
Ontario Masonry Contractors Assn. and Independent Masonry Contractors, OLRB Area 15, Residential Agreement and Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers)	Jan.	22
Ontario Masonry Contractors Assn., Ottawa and Labourers (AFL-CIO) (mason tenders, residential construction)	May	173
Ontario Northland Railway and Associated Railway Unions	Apr.	113
Ontario Produce Co., Oshawa Foods Div. of the Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.) (full-time and part-time wholesale food empls.)	May	152
Ottawa Area Ready Mix Cos., Ottawa and Teamsters (Ind.)	May	149
Ottawa Board of Education and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Feb.	44
Ottawa Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	10
Ottawa-Carleton Regional Municipality and CUPE (CLC) (full-time, part-time and casual inside and outside empls.)	May	176
Oxford County Board of Education, Woodstock and Ont. Secondary School Teachers' Fed. (Ind.)	May	159
Peel Board of Education, Mississauga and CUPE (CLC) (full-time custodial and maintenance empls.)	Feb.	45
Peel Board of Education, Mississauga and CUPE (CLC) (full-time academic year and temporary office and clerical empls.)	Feb.	45
Peel Board of Education, Mississauga and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	120
Peel Board of Education, Mississauga and Ont. Secondary School Teachers' Fed. (Ind.)	June	220
Peel Regional Board of Commissioners of Police, Mississauga and Police Assn. (Ind.)	May	184
Perth County Board of Education, Stratford and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	221
Perth County Board of Education, Stratford and Ont. Secondary School Teachers' Fed. (Ind.)	June	221
Peterborough County Board of Education, Peterborough and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	46
Peterborough County Board of Education, Peterborough and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	11
Philips Electronics Ltd., Scarborough and Electrical Workers (IBEW) (AFL-CIO/CFL)	Apr.	110
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Plumbers (AFL-CIO/CFL)	June	238
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Labourers (AFL-CIO)	June	242
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Teamsters (Ind.)	June	247
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Intl. Operating Engineers (AFL-CIO/CFL)	June	247
PPG Canada Inc., Duplate Div., Hawkesbury and Oshawa and Cdn. Auto Workers (CLC)	May	150

Prescott-Russell County Board of Education, Hawkesbury and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	12
Property Management Service Organization, Toronto and Labourers (AFL-CIO)	June	212
Renfrew County Board of Education, Pembroke and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	222
Renfrew County Board of Education, Pembroke and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	222
Rheem Canada Ltd., Hamilton and Oakville and United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	Jan.	3
Riverdale Hospital, Toronto and CUPE (CLC) (full-time office, clerical and service empls.)	Feb.	48
Robertshaw Controls Canada Inc., Toronto and Electrical Workers (UE) (CLC)	June	209
Ross Memorial Hospital, Lindsay and CUPE (CLC) (service, office and clerical empls.)	Mar.	84
Samuel, Son & Co., Ltd., Mississauga and United Steelworkers (AFL-CIO/CLC)	Mar.	64
Sault Ste. Marie Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Jan.	12
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	240
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	79
Scarborough City Corp. and CUPE (CLC) (inside empls.)	Mar.	90
Scarborough City Corp. and CUPE (CLC) (outside empls.)	Mar.	89
Scarborough General Hospital and CUPE (CLC) (part-time service and maintenance empls. and students)	Feb.	48
Scarborough Public Library Board and CUPE (CLC)	Apr.	122
Schlumberger Canada Ltd., Sangamo Canada Div., Toronto and Machinists (AFL-CIO/CLC) (production, maintenance and shipping empls.)	June	202
Seagram Co. Ltd., Amherstburg and Cdn. Auto Workers (CLC) (plant empls.)	Mar.	59
Sheller-Globe of Canada Ltd., Kingsville and Cdn. Auto Workers (CLC)	Feb.	36
Simcoe County Board of Education, Barrie and CUPE (CLC) (maintenance, service and plant operations empls.)	Jan.	13
Simcoe County Board of Education, Barrie and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	47
Spar Aerospace Ltd., Toronto and Cdn. Auto Workers (CLC) (hourly rated and salaried empls.)	Feb.	33
St. Thomas-Elgin General Hospital, St. Thomas and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service and maintenance empls.)	Jan.	15
St. Vincent Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CFL) (full-time and part-time service empls.)	Jan.	16
Standard Tube Canada Inc., Woodstock and Cdn. Auto Workers (CLC)	Feb.	29
Star Slipper Co. Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	3
Stelco Inc., Hamilton, Brantford and Burlington and United Steelworkers (AFL-CIO/CLC)	June	196
Stelco Inc., Ont., Que. and Alberta and United Steelworkers (AFL-CIO/CLC)	June	198

Stormont, Dundas and Glengarry County Board of Education, Cornwall and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	160
Stormont, Dundas and Glengarry County Board of Education, Cornwall and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	181
Strudex Fibres Ltd., Waterloo and Food and Commercial Workers (AFL-CIO/CLC)	May	143
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	160
SunarHauserman Ltd., Waterloo and United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	May	146
Sunnybrook Medical Centre, North York and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	Jan.	17
Textile Rental Institute of Ont., Industrial and Commercial Div., Toronto, Stoney Creek and Mississauga and Textile Processors (Ind.)	Apr.	135
Thomas J. Lipton Inc., Black Diamond Cheese Div., Belleville and Energy and Chemical Workers (CLC)	Apr.	101
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.) (uniformed and civilian empls.)	June	234
Timminco Ltd., Chromasco Div., Haley and United Steelworkers (AFL-CIO/CLC)	Feb.	30
Toronto and District Carpentry Contractors Assn., OLRB Areas 8 and 18 and Carpenters (AFL-CIO) (residential high-rise construction)	May	174
Toronto and Vicinity Residential Framing Contractors Assn., OLRB Area 8 and Labourers (AFL-CIO) (housing carpentry)	May	173
Toronto Area Transit Operating Authority, GO Transit and Transit Union (AFL-CIO/CLC)	Mar.	72
Toronto Board of Education and Ont. Public Service Empls. (NUPGE) (CLC) (elementary and secondary occasional teachers)	Mar.	80
Toronto City Corp., Metro Toronto Municipality and Metro Toronto Licensing Commission and CUPE (CLC) (inside and outside empls.)	June	234
Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly rated and salaried empls.)	Feb.	40
Toronto Hotel Employers Association representing Delta Chelsea Inn, Hampton Court Hotel, Hotel Plaza II, Inn on the Park, Loews Westbury Hotel Ltd., Prince Hotel, Ramada Inn-Don Valley, Ramada Inn-Downtown, Sheraton Centre and Westin Hotel and Hotel Empls. (AFL-CIO/CLC)	Mar.	85
Toronto Star Newspapers Ltd., Toronto and Graphic Communications Union and Machinists (AFL-CIO/CLC), and Electrical Workers (IBEW) (AFL-CIO/CFL) (production empls.)	June	193
Toronto Star Newspapers Ltd., Toronto and Newspaper Guild (AFL-CIO/CLC) (non-printing empls.)	June	195
Trans Nation Inc., King Edward Hotel, Toronto and Hotel Employees (AFL-CIO/CLC)	June	246
Transelectrix Technology Inc., Guelph and Electrical Workers (UE) (CLC)	Apr.	111
Transelectrix Technology Inc., Transformer Div., Hamilton and Electrical Workers (UE) (CLC)	June	203
Treasury Board of Canada and Professional Institute (Ind.) (commerce group)	Jan.	20
Treasury Board of Canada and Professional Institute (Ind.) (meteorology group, full-time and part-time empls.)	Jan.	21
Tridon Ltd., Burlington and Employees Assn. (Ind.)	Jan.	24
TRW Canada Ltd., Vehicle Safety Systems Div., Penetanguishene and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	105

University of Toronto Governing Council and Faculty Assn. (Ind.)	May	162
Unox, Shopsy's Foods a Div. Thomas J. Lipton, Mississauga and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	100
UTDC Inc. - Can-Car Thunder Bay Works, Thunder Bay and Cdn. Auto Workers (CLC)	June	199
Versa-Care Ltd., Bestview Health Care Centres Inc., various Ontario cities and Christian Labour Assn. (Ind.)	May	164
VIA Rail Canada Inc. and Railway Carmen (AFL-CIO/CLC)	Apr.	134
Victoria Hospital, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Feb.	51
Waterloo County Board of Education, Kitchener and Educational Support Staff Assn. (Ind.)	Mar.	80
Waterloo County Roman Catholic Separate School Board, Kitchener and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	81
Waterloo Regional Board of Commissioners of Police, Kitchener and Police Assn. (Ind.) (police officers)	June	237
Welland County Roman Catholic Separate School Board, Welland and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	176
Westinghouse Canada Inc., Hamilton and Electrical Workers (UE) (CLC)	May	148
Weston Bakeries Ltd., Dupont Plant, Toronto and Teamsters (Ind.)	Apr.	103
Wickes Manufacturing Co., Windsor Bumper Div., Windsor and Cdn. Auto Workers	Apr.	107
Willetts Foods Inc., 57 Mr. Grocer Franchisees, various centres across Ontario and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail store empls.)	Mar.	94
William Neilson Ltd., Georgetown and Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	28
William Neilson Ltd., Halton Hills Dairy, Georgetown and Teamsters (Ind.)	May	141
Windsor City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	223
Windsor Heavy Construction Assn., Kent and Essex Counties and Teamsters (Ind.), Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	June	247
Windsor Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	81
Windsor Roman Catholic Separate School Board and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time caretakers, teacher aides, secretaries and office empls.)	May	161
Women's College Hospital, Toronto and CUPE (CLC) (full-time service and maintenance empls.)	Feb.	52
Woodbridge Foam Corp., Tilbury and Cdn. Auto Workers (CLC)	June	210
York City Corp., Works Dept. and Parks and Recreation Dept. and CUPE (CLC) (outside empls.)	Mar.	91
York Region Board of Education, Aurora and CUPE (CLC) (office, clerical and technical empls.)	Jan.	14
York Region Board of Education, Aurora and CUPE (CLC)	Apr.	121
York Region Board of Education, Aurora and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	224
York Region Board of Education, Aurora and Ont. Secondary School Teachers' Fed. (Ind.)	June	241
York Region Roman Catholic Separate School Board, Richmond Hill and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	82

York Regional Municipality and York Regional Land Div., Newmarket and CUPE (CLC) (inside and outside empls.)	Jan.	21
Z and W Foods Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	100
Zehrmart Ltd., Zehrs Markets Div., various locations in southwestern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	May	153

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
JULY 1987



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	250
July 1987 Settlements	
Food and Beverage	253
Wood	253
Paper and Allied	255
Electrical Products	257
Communication	260
Retail Trade	261
Education and Related Services	261
Health and Welfare Services	265
Amusement and Recreation Services	267
Personal Services	268
Miscellaneous Services	269
Local Administration	270
Addenda	
April 1987 Settlement	275
May 1987 Settlements	277
June 1987 Settlements	279

Highlights

Paperworkers

At the end of July, several locals of the Canadian Paperworkers and other unions ratified joint settlements with Boise Cascade Canada Ltd. in Fort Frances and Kenora and Ontario Paper Company in Thorold based on the established industry pattern. The trend-setting pact was reached in June at Abitibi-Price Inc. by the CPU and was subsequently confirmed at other eastern Canada pulp and paper companies. The three-year agreement, expiring April 30, 1990, provided hourly wage increases of 25¢, 45¢ and 4.5% in each respective year. It also included pension plan revisions enabling early retirement with full benefits at age 58 and, for employees retiring after May 1, 1987, pension benefits adjustments at 50% of the annual inflation rate capped at 5% per year.

The new Boise Cascade settlement covered 1,450 mill and office employees represented by 10 locals of the CPU and five other unions. At the bargaining table, the locals acted through a joint committee, formed last December in an attempt to obtain uniform settlement terms for all the units involved. The resultant 10 separate agreements varied from the industry pattern in the application of the welfare package improvements.

At Ontario Paper Company, which changed its name to Quebec and Ontario Paper Company in September 1987, four similar agreements were approved by 720 members of the CPU and six other unions after a brief strike by Local 268 of the International Association of Machinists. The 26-member local accepted the original offer following the clarification of discrepancies in job security, contracting out and retirement provisions. The pension plan issue was resolved by a mutual agreement to review the management-proposed revisions by the unions' actuary. If the proposal is rejected, the present plan will continue along with certain post-retirement benefit improvements.

University Staff

New settlements affecting a total of 1,200 unionized employees at two major Ontario universities were ratified in early July. The new contracts replaced the previous ones which opened for renewal on June 30. A three-year contract at the University of Windsor for 600 faculty members provided a salary increase of 4.1% in the first year. As was the case with their last agreement, increases in salaries and work-related expenses for the second and third years are to be equivalent to the Consumer Price Index average increase minus 1%, while equity adjustments are to be linked to the average salary level at other Ontario universities. The negotiated package also included revisions in the insured benefits and a fund for the elimination of gender-related pay inequities.

The pay equity issue was addressed also in the two-year agreement between Carleton University in Ottawa and its 600 support staff represented by the Canadian Union of Public Employees. The contracts' initial changes were intended to reduce the existing wage gap between the clerical and maintenance staff and to equalize pay rates for Level 3 secretaries with those for groundskeepers who were earning about \$2 more per hour. This involved:

- o A revision of the clerical staff classification system;

- o A minimum salary increase of 4.5%, with raises of up to 11% granted to the lowest rates;
- o A reduction in the number of merit increments from 9 to 4 steps;
- o Changes in benefits corresponding with the revised classification scheme.

In addition, the settlement called for further general salary increases of 1% on January 1, 1988 and 4.5% next July, along with improvements in the welfare and pension benefits and working conditions.

Hospital Services Staff

Local 210 of the Service Employees International Union and Hotel Dieu Hospital in Windsor ratified in mid-July a two-year renewal agreement covering 350 service employees. They received a general wage increase of 5%, paid retroactively to April 1, 1987, and a further 4.5% a year later. The new terms also included:

- o Special adjustments for Nurse's Aides, Registered Nursing Assistants and Psychiatry Attendants, all implemented prior to the initial wage increase;
- o Equity adjustments for laundry, dietary and housekeeping services, all effective July 13, 1987; and
- o An additional adjustment for Registered Nursing Assistants of 10¢ per hour on October 1, 1987.

Among other changes were a 5¢ increase each year in the shift premium to 45¢ per hour, and four and five weeks of vacation after 8 and 17 years of service, respectively, rather than 10 and 20 years. Also, an amendment prohibiting contracting out of the bargaining unit work to outside firms which do not offer similar wages and working conditions to those provided by the hospital, was added to the existing clause.

Hotel Employees

Toronto Harbour Castle and Local 351 of the Textile Processors and Service Trades International Union signed in late July a mediated settlement for the hotel's 925 service staff. The three-year agreement provided general wage increases of 5% in each year. Special wage adjustments, preceding the first year's increase, included 53¢ per hour for convention services, 15¢ for stewards and 10¢ for hostesses who also received another 10¢ in the second year. The housekeeping staff got an extra 29¢ two months prior to the May 31, 1990 expiry date of the new contract. A new \$100 bonus for full-time employees, paid 3 times a year as a reward for perfect attendance, was also agreed upon. Among other changes were an extra paid holiday, higher gratuities and payments for management-sponsored functions, increased employer contributions to the health and welfare fund and longer rest periods.

Index to Settlements Reported, July 1986

Employer and Location	Union	Page
Boise Cascade Canada Ltd., Fort Frances and Kenora	Cdn. Paperworkers (CLC), Electrical Workers (IBEW) (AFL-CIO/CFL), Intl. Operating Engineers (AFL-CIO/CFL), Machinists (AFL-CIO/CLC), Office and Professional Empls. (AFL-CIO/CLC), United Paperworkers (AFL-CIO/CLC)	255
Bruce County Board of Education, Chesley	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	278
Canada Post Corp., system-wide	Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	260
Carleton Board of Education, Nepean	Ont. Public School Teachers' Fed. (Ind.) (elementary school occasional teachers)	275
Carleton Roman Catholic Separate School Board, Ottawa	Employees Assn.(Ind.) (full-time and part-time office, clerical, maintenance, plant operations and transportation empls.)	282
Carleton University, Ottawa	CUPE (CLC) (full-time and part-time clerical, technical and administrative empls.)	263
Chas. Abel Photo Service Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	269
Cluett, Peabody Canada Inc., The Arrow Co. Div., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	279
Cooper Industries (Canada) Inc., Crouse-Hinds E.C.M. Div., Toronto	Cdn. Auto Workers (CLC)	259
Electrical Power Systems Construction Assn., province-wide	(AFL-CIO) (maintenance assist empls.)	287
Elgin County Board of Education, St. Thomas	Ont. Secondary School Teachers' Fed. (Ind.)	261
Essex County Board of Education, Essex	Ont. Secondary School Teachers' Fed. (Ind.)	282
Forsyth Trading Co., John Forsyth Co. Div., Kitchener, Waterloo and Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	280
Great Atlantic and Pacific Co. of Canada Ltd., Distribution Centres, Toronto and Peel Region	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	261

Index to Settlements Reported, July 1986

Employer and Location	Union	Page
Halton Board of Education, Burlington	CUPE (CLC) (full-time maintenance and custodial empls.)	262
Hamilton City Corp.	Ont. Fire Fighters (Ind.)	270
Kent County Board of Education, Chatham	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	283
Kent County Board of Education, Chatham	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	284
London City Board of Commissioners of Police	Police Assn. (Ind.)	271
Mitsubishi Electronics Industries Canada Inc., Midland	Communications-Electrical Workers (CLC)	258
National Research Council of Canada, Ottawa	Research Council Employees' Assn. (Ind.) (operational category, supervisory and non-supervisory empls.)	287
Niagara Regional Municipality, Thorold	CUPE (CLC) (inside and outside empls.)	272
Nipissing Board of Education, North Bay	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	285
Ontario Jockey Club, Woodbine; Greenwood Race Tracks, Toronto; Mohawk Race Track, Campbellville; and Fort Erie Race Track	Hotel Empls. (AFL-CIO/CLC) (food service empls.)	267
Plastics CMP Ltd., Peterborough	Cdn. Auto Workers (CLC)	277
Premdor Inc., Toronto	Carpenters (AFL-CIO)	253
Quebec and Ontario Paper Co., Thorold	Various Unions (mill empls.)	256
RCA Inc., Prescott	Communications-Electrical Workers (CLC) (office and production empls.)	257
Robert Hunt Corp., London	Carpenters (AFL-CIO)	254
Rowntree Mackintosh Canada Ltd., Toronto	Cdn. Auto Workers (CLC)	253
Rygiel Home, Hamilton	CUPE (CLC)	266
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees Intl. (AFL-CIO/CLC) (full-time service empls.)	265

Index to Settlements Reported, July 1986

Employer and Location	Union	Page
Sudbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	273
Thunder Bay City Corp.	CUPE (CLC) (office, clerical and technical empls.)	274
Toronto Harbour Castle Hotel	Textile Processors (Ind.)	268
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	285
University of Windsor	Faculty Assn. (Ind.)	265
Wentworth County Board of Education, Ancaster	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	262
Wentworth County Board of Education, Ancaster	Ont. Secondary School Teachers' Fed. (Ind.)	263
Windsor Electrical Contractors Assn., Essex and Kent Counties	Electrical Workers (IBEW) (residential construction)	288
Windsor Western Hospital Centre Inc., I.O.D.E. Unit	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	286

FOOD AND BEVERAGE

Rowntree Mackintosh Canada Limited at Toronto - Local 252, Canadian Auto Workers (CLC)*: A 24-month renewal agreement effective from March 1, 1987 to February 28, 1989, covering 800 employees, settled during a work stoppage. Duration of negotiations - 3 months.

* Previously, Chocolate and Confectionary Workers (CCU).

Wages:	Effective	<u>Mar. 1/87</u>	<u>Mar. 1/88</u>
	General Increases	4.5%	4.5%
	Job Grade D2 (includes Department Helper)	\$9.94 (\$9.515)	\$10.39
	Maintenance Group 4 (Electronics Technician)	\$16.72-\$18.03 (\$16.00-\$17.25)	\$17.47-\$18.84

Shift Premium: Effective July 19, 1987, 0-33¢-47¢ (0-30¢-44¢). Effective March 1, 1987, 0-36¢-50¢.

Bereavement Leave: Effective July 19, 1987, 3 days' paid leave to attend funeral of grandparent and mother/father-in-law (new).

Crown Witness Pay: Employee receives the difference between regular daily wages and payment received, for being a subpoenaed crown witness.

Health and Welfare: Vision Care - Effective July 19, 1987, maximum claim is \$60 (\$55) every 2 years.

Drug Plan - Effective July 19, 1987, employer pays 100% (80%) of the premium costs.

Dental Plan - Effective July 19, 1987, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Blue Cross No. 7 plan based on 90%-10% (70%-30%) co-insurance. Effective March 1, 1988, the 1987 O.D.A. fee schedule, and endodontic and periodontic services with 50%-50% co-insurance added (new).

Safety Shoe Allowance: Effective July 19, 1987, \$52.50 (\$50) per year. Effective March 1, 1988, \$55.

Tool Allowance (Skilled Trades): Effective September 1, 1987, \$175 per year. (Previously, \$111 and \$167 per year depending on trade.)

WOOD

Premdor Inc., previously Premium Forest Products Limited at Toronto - Local 2679, Carpenters (AFL-CIO): A 27-month renewal agreement effective from April 22, 1987 to July 22, 1989, covering 460 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 22/87</u>	<u>Apr. 22/88</u>
	General Increases	65¢	65¢
	General Labour	\$6.90 (\$6.25)	\$7.55
	Certified Trades (or equivalent experience)	\$11.40 (\$10.75)	\$12.05
Shift Premium:	Effective July 19, 1987, 0-50¢-50¢ (0-30¢-30¢).		
Paid Holidays:	1 1/2 floating days are added for a total of 10 1/2 (9) days.		
Paid Vacation:	3 weeks after 5 (7) years of service and 4 weeks after 15 (17) years.		
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$8,000 (\$5,000).		
	<u>OHIP and Extended Health Care</u> - Employer pays 90% (80%) of premium costs. Effective April 23, 1988, 100%.		
	<u>Vision Care (new)</u> - Effective April 23, 1988, maximum claim is \$40 every 2 years for frames and \$50 every year for lenses.		
	<u>Dental Plan (new)</u> - Effective October 23, 1987, employer pays 50% of premium costs for Blue Cross Plan No. 9 for eligible employees electing to be covered.		
Clothing Allow- ance (new):	\$40 per year for yard crew.		
Safety Shoe Allowance (new):	\$40 per year.		

Robert Hunt Corporation at London - Local 3054, Carpenters (AFL-CIO): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 325 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>
	General Increases	50¢	55¢
	Skilled Trades Adjustments	25¢ for Maintenance 1; 10¢ for Machinist 1 and 2, Construction and Machinist Technicians, and Material Handler	25¢ for Maintenance 1; 10¢ for Machinist 1 and 2, Machinist Technician and Material Handler
	Labourer	\$10.15 (\$9.65)	\$10.70
	Maintenance 1	\$13.00 (\$12.25)	\$13.80

Shift Premium:	Effective July 23, 1987, 40¢ (35¢). Effective July 1, 1988, 45¢.
Lead Hand Premium:	Effective July 23, 1987, 50¢ (25¢) per hour.
Vacation Pay:	Effective December 1, 1987, 3 weeks at 8% (7%) after 10 years of service and 4 weeks at 9% (8%) after 20 years.
Bereavement Leave:	1 day's paid leave upon death of son/daughter-in-law (new).
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Effective September 1, 1987, benefit is \$15,000 (\$10,000). Effective July 1, 1988, \$20,000. <u>Weekly Indemnity</u> - Effective September 1, 1987, benefit is payable for a maximum 15 (4) weeks. <u>Dental Plan</u> - Effective September 1, 1987, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective July 1, 1988, the 1987 O.D.A. fee schedule.
Pension Plan (new):	<u>Employer Contribution</u> - Effective January 1, 1988, 5¢ per hour worked. Effective January 1, 1989, 10¢.
Safety Shoe Allowance (new):	\$35 per calendar year.

PAPER AND ALLIED

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 238 and 306, Canadian Paperworkers (CLC), Locals 559 and 1744, Electrical Workers (IBEW) (AFL-CIO/CFL), Local 940, International Operating Engineers (AFL-CIO/CFL), Locals 771 and 490, Machinists (AFL-CIO/CLC), Local 488, Office and Professional Employees (AFL-CIO/CLC) and Locals 92 and 1330, United Paperworkers (AFL-CIO/CLC): Ten 36-month renewal agreements effective from May 1, 1987 to April 30, 1990*, covering 1,450 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

* Office and Professional Employees agreement effective from June 1, 1987 to May 31, 1990.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
General Increases		25¢	45¢	4.5%
<u>Machinists - Fort Frances Paper Division</u>				
Mill Labourer		\$14.32 (\$14.07)	\$14.77	\$15.44
Senior Mechanic Journeyman		\$19.30 (\$19.05)	\$19.75	\$20.64

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

The following changes are effective August 1, 1987.

Health and
Welfare:

Life Insurance for Retirees - For employees retiring on or after August 1, 1987, benefit is \$4,000 (\$2,500).

Semi-Private Hospitalization - Employer contributes \$4 (\$3) per month for single coverage and \$8 (\$6) per month for family coverage.

Vision Care for Dependents (new) - Employer pays 100% of premium costs. Maximum claim is \$75 per family member every 2 years.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Coverage extended to include pit and fissure treatment (new). Dependent unmarried children attending school are covered to age 23 (21).

Pension Plan:

Basic Benefit - Maximum CPP offset is frozen. Pensions for new retirees are indexed at 50% of the annual rate of inflation and capped at 5% per year.

Early Retirement Benefit -

<u>Retirement Age</u>	<u>% of Regular Pension Benefit</u>
55	76% (50%)
56	84% (55%)
57	92% (60%)

Employee aged 58 or 59 with a minimum of 20 years of service receives \$22 per month per year of service to a maximum 30 years to age 60 (new), and thereafter receives the regular bridging benefits.

Regular Bridging Benefit - \$15 (\$18) per month per year of service for employee retiring at age 60 or older, except \$18 for employee aged 62 with 20 years of service as of May 1, 1987.

Safety Shoe
Allowance:

\$32.50 (\$25) per year.

Quebec and Ontario Paper Company, previously Ontario Paper Company at Thorold -

Various Unions* (mill employees): Four 36-month renewal agreements effective from May 1, 1987 to April 30, 1990, covering 740 employees, settled with mediation assistance during a work stoppage.** Duration of negotiations - 4 months.

* Locals 35, 84 and 101, Canadian Paperworkers (CLC); Local 2737, Carpenters (AFL-CIO); Local 914, Electrical Workers (IBEW) (AFL-CIO/CFL); Local 268, Machinists (AFL-CIO/CLC); Local 232, International Operating Engineers (AFL-CIO/CLC), Local 666 - OPC, Plumbers (AFL-CIO/CFL); Local 1477, Longshoremen (AFL-CIO/CLC).

** Involved only Local 268, Machinists.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	25¢	45¢	4.5%
	Yard Labourer	\$14.26 (\$14.01)	\$14.71	\$15.37
	Cook	\$17.90 (\$17.65)	\$18.35	\$19.175
	Bricklayer	\$18.85 (\$18.60)	\$19.30	\$20.17

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Paid Vacation: 6 weeks after 25 (27) years of service.

Health and Welfare: Supplementary Health Care - Coverage now includes services of licensed osteopath, naturopath, podiatrist, or Christian Science practitioner up to \$7 per treatment and up to \$25 per disability for X-rays for a maximum of 30 visits per year per practitioner (new). Treatment by a licensed chiropractor up to \$15 per visit and up to \$25 per disability for X-rays, maximum \$300 per year.

Vision Care (new) - Maximum claim is \$75 per family member every 2 years.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Maximum lifetime claim for orthodontic services is \$1,000 (\$500).

Pension Plan: The union and the company have agreed to a review by the union's actuary of a new pension plan proposal. If this proposal is not accepted, the present plan will remain in place along with certain post retirement benefits-indexing.

ELECTRICAL PRODUCTS

RCA Inc. at Prescott - Locals 523 and 551, Communications-Electrical Workers (CLC)
(office and production employees): Two 24-month renewal agreements effective from July 15, 1987 to July 14, 1989 for production employees and from July 27, 1987 to July 26, 1989 for office employees, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 20/87</u>	<u>July 18/88</u>
	Increases		
	Production Employees	37¢	37¢
	Skilled Trades Adjustment	10¢	
	Office Employees*	4%	4%

	<u>July 20/87</u>	<u>July 18/88</u>
Labour Grade 1 (includes Sub Assembler)	\$8.91-\$9.06 (\$8.54-\$8.69)	\$9.28-\$9.43
Labour Grade 15 (includes Electrician)	\$11.06-\$11.31 (\$10.59-\$10.84)	\$11.43-\$11.68

Maximum rates are reached after four 3-month increases.

* Increases are effective on July 27, 1987 and July 25, 1988.

Health and
Welfare:

Dental Plan - Effective August 1, 1987, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Mitsubishi Electronics Industries Canada Inc. at Midland - Local 532, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from July 6, 1987 to July 5, 1989, covering 490 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:

Effective	<u>July 6/87</u>	<u>July 6/88</u>
General Increases	50¢	45¢
Skilled Trades Adjustments	23¢	23¢
Additional Adjustments	Some classification adjustments	
Level 1 (includes Mount Operator/Inspector)	\$8.69-\$9.05 (\$8.19-\$8.55)	\$9.14-\$9.50
Level 7 (Tradesman)	\$12.75-\$13.14 (\$12.02-\$12.41)	\$13.43-\$13.82

Maximum rates are reached after four 3-month increases.

Paid Vacation:

Effective July 6, 1988, 5 weeks after 21 years of service (new).

Health and
Welfare:

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 6, 1988, the 1986 O.D.A. fee schedule. Maximum annual benefit is \$800 (\$500).

Pension Plan:

Basic Benefit - \$13 (\$12) per month per year of service. Effective July 6, 1988, \$14.

Supplemental Early Retirement Benefit - \$11 (\$10) per month per year of service to a maximum of 35 years.

Vesting - After 2 (5) years of service.

Tool Allowance:

Maximum \$80 (\$60) per year.

Safety Shoe Allowance: Maximum \$55 (\$50) per year. Effective July 6, 1988, \$60.

Safety Prescription Glasses: Maximum \$90 (\$60) every 2 years.

Job Security (new): Casual employees may be used to perform non-permanent work in certain circumstances.

Cooper Industries (Canada) Inc., Crouse-Hinds E.C.M. Division, previously Crouse-Hinds Canada Limited Division at Toronto - Local 124, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 13, 1987 to March 12, 1990, covering 227 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Mar. 13/87	Mar. 13/88	Mar. 13/89
General Increases		5%	4%	4%
Machine Operator		\$10.05 (\$9.57)	\$10.45	\$10.87
Electrician		\$16.22 (\$15.45)	\$16.87	\$17.55

Cost of Living Provision: Eliminated. (Previously, inoperative.)

Bereavement Leave: Maximum 3 days' paid leave upon death of step-parent (new).

Health and Welfare: Life Insurance and A. D. & D. - Effective July 1, 1987, benefit is \$19,000 (\$17,000). Effective April 1, 1988, \$20,000. Effective April 1, 1989, \$21,000.

Weekly Indemnity - Effective April 1, 1987, benefit is \$260 (\$240). Effective April 1, 1988, \$280. Effective April 1, 1989, \$290.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$50 every 2 years per family member.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: \$750,000 surplus funds from the previous defined benefit plan are applied to each employee's pension, based on their years of service. (Money purchase plan was introduced in January 1986.)

Safety Shoe Allowance: \$50 (\$45) once per year.

COMMUNICATION

Canada Post Corporation, system-wide - Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services): A 31-month renewal agreement effective from January 1, 1987 to July 31, 1989, covering 7,852 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	Aug. 1/87	Aug. 1/88
	Increases	3%, except no increase to Letter Carrier start rate	3%, except no increase to Letter Carrier start rate
	Letter Carrier	\$13.25-\$13.83 (\$13.25-\$13.43)	\$13.25-\$14.24
	Mail Service Courier Relief	\$14.19-\$14.29 (\$13.78-\$13.87)	\$14.62-\$14.72
	Mail Service Courier Heavy Vehicle	\$14.58-\$14.68 (\$14.16-\$14.25)	\$15.02-\$15.12
	Maximum rate for Letter Carrier is reached after 2 annual increases and for Mail Service Courier after 1 annual increase.		
Lump Sum Payment:	\$500 for full-time Letter Carriers and \$250 for part-time Letter Carriers.		
Cost of Living Allowance:	1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the December 1987 index as the base. Adjusted quarterly and triggered at 7% (5%). (Basic formula is unchanged. Formula did not trigger.)		
Night Workers Leave (new):	Effective October 1, 1987, employee with more than 3 years of continuous employment who worked at least 200 nights in the preceding 12 month period, is entitled to paid recovery leave of 3 days per 12-month period.		
Rest Period Compensation:	<u>Full-time employees</u> - \$591 (\$584) per year. <u>Part-time employees</u> - \$296 (\$292) per year.		
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$130 (\$120) every 2 years. <u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1986 O.D.A. fee schedule.		
Uniforms and Protective Clothing Allowance:	Pregnant employees reimbursed \$130 (\$125) for purchase of maternity wear.		
Safety Shoe Allowance:	Effective April 1, 1988, \$240 (\$230).		
Casual Employees:	Non-bargaining unit workers may be hired after 5 (20) days of scheduling regular employees at premium rates.		

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, Distribution Centres at Toronto and Peel Region - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (part-time employees): A 24-month renewal agreement effective from February 15, 1987 to February 11, 1989, covering 200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 15/87	Feb. 14/88
	Increase	Lump Sum Payments*	40¢
	Light Duty 0-36 months	\$4.70-\$7.25 (\$4.70-\$7.25)	\$5.10-\$7.65
	General Progression 0-36 months	\$5.89-\$9.68 (\$5.89-\$9.68)	\$6.29-\$10.08

* Lump Sum Payments: Three lump sum payments during the first contract year calculated at 40¢ per hour worked during each 4-month qualifying period.

Annual Bonus (new): \$25 for employee with 12 or more months of service as of December 1 in any year; \$15 for employee with 6 months of service as of December 1.

Health and Welfare: Dental Plan - Effective July 1, 1987, employer contributes 13¢ (12¢) per hour. Effective July 1, 1988, 14¢.

Safety Shoe Allowance: \$45 (\$40) per year.

EDUCATION AND RELATED SERVICES

Elgin County Board of Education at St. Thomas - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/87	Feb. 1/88
	Increases	4.5% for Teachers; \$2,900 for Principal; \$2,600 for Vice-Principal; \$2,175 for Co-ordinator	\$400-\$2,700 for Teachers, excluding maximum rates
	Teacher Category I 0-12 years	\$21,100-\$41,300 (\$20,200-\$39,550)	\$21,500-\$41,300
	Teacher Category IV 0-12 years	\$27,400-\$50,300 (\$26,200-\$48,125)	\$28,300-\$50,300

	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>
Co-ordinator 0-3 years	\$51,300-\$53,800 (\$49,125-\$51,625)	\$51,300-\$53,800
Vice-Principal 0-3 years	\$57,300-\$60,300 (\$54,700-\$57,700)	\$57,300-\$60,300
Principal 0-3 years	\$64,400-\$67,400 (\$61,500-\$64,500)	\$64,400-\$67,400

Health and
Welfare:

Dental Plan - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.

Halton Board of Education at Burlington - Local 1011, Canadian Union of Public Employees (CLC) (full-time maintenance and custodial employees):
A 12-month renewal agreement effective from July 1, 1987 to June 30, 1988, covering 229 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.5%	5¢
	Caretaker (Days)	\$11.24-\$11.51 (\$10.76-\$11.01)	\$11.29-\$11.56
	Maintenance 1	\$13.32 (\$12.75)	\$13.37

Maximum rate for Caretaker is reached after 12 months.

Health and
Welfare:

OHIP - Employer pays 100% (90%) of premium cost.

Dental Plan - Effective September 1, 1987, employer pays 100% (95%) of premium costs.

Safety Shoe
Allowance:

Employer pays 100% of cost for one pair per year (previously, 66 2/3% of cost or \$60, whichever was less.)

Wentworth County Board of Education at Ancaster - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 574 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases	4.6%	*
	Teacher-Level D 0-6 years	\$16,593-\$24,821 (\$15,863-\$23,729)	
	Teacher-Level A1 0-10 years	\$23,222-\$39,396 (\$22,201-\$37,663)	

	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Teacher-Level A4 0-12 years	\$28,032-\$50,637 (\$26,799-\$48,410)	
	* Increase to equal the percentage increase in the Consumer Price Index from June 1987 to June 1988.	
Responsibility Allowances:	Increased in accordance with the general salary increases.	
Graduate Degree Allowances:	\$809 (\$773) for first graduate degree and \$485 (464) for the second.	

Wentworth County Board of Education at Ancaster - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 414 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases	4.85%	*
	Additional Adjustment	\$300 for Principal and Vice-Principal	
	Teacher-Category 1 0-11 years	\$23,754-\$39,689 (\$22,655-\$37,853)	
	Teacher-Category 4 0-11 years	\$28,492-\$50,704 (\$27,174-\$48,359)	
	Vice-Principal 0-2 years	\$56,322-\$59,744 (\$53,431-\$56,694)	
	Principal 0-3 years	\$60,599-\$67,438 (\$57,510-\$64,032)	
	* Increase to equal the percentage increase in the Consumer Price Index from June 1987 to June 1988.		

Responsibility Allowances: Increased in accordance with the general salary increases.

Special Leave of Absence: Maximum 5 (8) days' paid leave per academic year.

Health and Welfare: Dental Plan - Coverage continues to be updated on September 1 to the current year's Ontario Dental Association fee schedule.

Carleton University at Ottawa - Local 2424, Canadian Union of Public Employees (CLC) (full-time and part-time clerical, technical and administrative employees): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 7 weeks.

Wages:	Effective	<u>July 1/87</u>	<u>Jan. 1/88</u>
	Increases	Wage grid re-structured with minimum increase of 4.5%	1%
	Pay Equity Adjustments	Some classification adjustments	
	Level 2 (includes Mail Clerk)	\$15,800-\$17,400 (\$14,344-\$16,918)	\$15,958-\$15,574
	Level 12 (new) (includes Technical Supervisor)	\$41,040-\$45,200	\$41,450-\$45,652
	Effective	<u>July 1/88</u>	
	General Increase	4.5%	
	Level 2	\$16,676-\$16,275	
	Level 12	\$43,315-\$47,706	
	Maximum rates are reached after 4 merit increases. (Previously, up to 9 merit increases depending on Level; merit increases frozen during previous agreement.)		
Overtime Pay:	Employees in Levels 8-12 required to work overtime receive either time off in lieu or straight time pay at supervisor's discretion. (Previously, employees in Levels 8-12 were not eligible.)		
Paid Vacation:	Employees in Levels 8-12 receive 22 working days for up to 15 years of service (unchanged), and 25 working days after 15 years (new).		
Health and Welfare:	OHIP - Employer pays 80% (75%) of premium costs. Effective July 1, 1988, 100%.		
	<u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.		
Pension Plan:	<u>Retirement Allowance</u> - Employee with 14 (15) or more years of continuous service receives 1 week's salary per year of service to a maximum 15 years. Effective July 1, 1988, 13 or more years of service.		
Education Allowance:	<u>Employer Contribution</u> - Maximum of \$16,800 (\$10,000) per year towards education fund.		
Paid Union Leave:	Maximum 30 (24) days per year.		

University of Windsor - Faculty Association (Ind.): A 36-month renewal agreement effective from July 1, 1987 to June 30, 1990, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>	<u>July 1/89</u>
General Increases	4.1%		*	*
Equity Adjustments			**	**
<u>Minimum Annual Rates</u>				
Lecturer		\$23,763 (\$22,827)		
Assistant Professor		\$29,505 (\$28,343)		
Associate Professor		\$36,743 (\$35,296)		
Professor		\$47,212 (\$45,353)		
Librarian I		\$21,343 (\$20,494)		
Librarian IV		\$32,053 (\$30,791)		

* Increases in wages, meal allowance for extramural teaching and travel allowances effective July 1, 1988 and July 1, 1989 to be equivalent to the Consumer Price Index average increase of the previous year minus 1%.

** Equity Adjustments to be 1/2 the difference between University of Windsor mean by rank and the median of the institutional mean by rank in both years.

Discretionary Merit Fund (new): Details are not available.

Health and Welfare: Long Term Disability - Employee pays 100% of premium costs (previously, employer paid 100%).

Dental Plan (new) - Employer pays 100% of premium costs.

HEALTH AND WELFARE SERVICES

St. Joseph Religious Hospitaliers of Hotel Dieu at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time service employees): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>July 13/87</u>
	General Increase	5%	
	Additional Adjustments	RNA and attendant (Psychiatry) rates adjusted, \$1.03 for Nurse's Aid, prior to increase	Equity adjustments for laundry, dietary and housekeeping services employees
	Kitchen Helper Grade II	\$9.695-\$10.234 (\$9.233-\$9.747)	\$10.495-\$11.065
	Orderly	\$10.812-\$11.450 (\$10.297-\$10.905)	\$10.812-\$11.450
	Carpenter	\$11.175-\$12.051 (\$10.643-\$11.477)	\$11.175-\$12.051
	Effective	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>
	General Increase		4.5%
	Additional Adjustment	10¢ for RNA	
	Kitchen Helper Grade II	\$10.495-\$11.065	\$10.967-\$11.962
	Orderly	\$10.812-\$11.450	\$11.297-\$11.965
	Carpenter	\$11.175-\$12.051	\$11.678-\$12.593
	Maximum rates are reached after 1 year.		
Shift Premium:	Effective July 13, 1987, 0-40¢-40¢ (0-35¢-35¢). Effective April 1, 1988, 0-45¢-45¢.		
Paid Vacation:	Effective April 1, 1988, 4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.		
Contracting Out Clause:	No contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees (unchanged), unless the contractor offers wages and working conditions comparable to existing hospital package (new).		

Rygiel Home at Hamilton - Local 3009, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Sept. 1/87</u>
	Increases	25¢	25¢-\$1
	Additional Adjustment	5¢ for Kinesiologist	

	<u>Apr. 1/87</u>	<u>Sept. 1/87</u>
Developmental Care Aide	\$6.00-\$7.29 (\$5.75-\$7.04)	\$6.25-\$7.54
Kinesiologist	\$9.35-\$10.10 (\$9.05-\$9.80)	\$10.35-\$11.10
Effective	<u>May 1/88</u>	<u>Sept. 1/88</u>
Increases	45¢-\$1.25	15¢-35¢
Developmental Care Aide	\$6.75-\$8.04	\$7.00-\$8.29
Kinesiologist	\$11.60-\$12.35	\$11.95-\$12.70

Maximum rates are reached after 3 annual increases.

- Inservice Bonus: 10¢ per hour upon successful completion of introductory level (unchanged). Effective May 1, 1988, an additional 10¢ (5¢) after completion of intermediate level and an additional 10¢ (5¢) after successful completion of senior level.
- Shift Premium: Effective July 28, 1987, 0-60¢-60¢ (0-50¢-50¢).
- Sleepover Pay: \$42 (\$40) per sleepover. Effective September 1, 1987, \$44. Effective May 1, 1988, \$46. Effective September 1, 1988, \$48.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, Woodbine and Greenwood Race Tracks at Toronto, Mohawk Race Track at Campbellville and Fort Erie Race Track - Local 75, Hotel Employees (AFL-CIO/CLC) (food service employees): A 35 1/2-month renewal agreement effective from January 24, 1987 to December 31, 1989, covering 330 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 24/87</u>	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	Increases	25¢-48¢	27¢-50¢	29¢-52¢
	Server, Dining Room	\$5.62 (\$5.37)	\$5.89	\$6.18
	I Cook	\$11.05 (\$10.57)	\$11.55	\$12.07

Bereavement Leave: 3 days' paid leave upon death of grandparent (new).

Health and Welfare: OHIP - Effective January 1, 1988, employer pays 100% of premium costs to a maximum 103% of the previous year's monthly rate. (Previously, to a maximum \$30.65 per month for single coverage and \$61.30 per month for family coverage.) Effective January 1, 1989, to a maximum 103% of the previous year's monthly rate or 106% of monthly rate on May 25, 1987, whichever is greater.

Life and Health Insurance: Effective June 30, 1987, employer contributes 26¢ (25¢) per hour worked. Effective January 1, 1988, 27¢. Effective January 1, 1989, 31¢.

Long Term Disability - Effective January 1, 1988, maximum benefit is \$200 (\$150) per week. Effective January 1, 1989, \$250.

PERSONAL SERVICES

Toronto Harbour Castle Hotel, previously Toronto Hilton Harbour Castle - Local 351, Textile Processors (Ind.): A 36-month renewal agreement effective from June 1, 1987 to May 31, 1990, covering 925 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	June 1/87	Sept. 1/88
General Increases		5%	5%
Additional Adjustment		10¢ for Hostess, 15¢ for Steward, and 53¢ for Convention Services/Housemen, prior to general increase	10¢ for Hostess
Waiter/Waitress		\$5.23 (\$4.98)	\$5.49
Maid		\$7.66 (\$7.30)	\$8.04
Maintenance 1		\$11.97 (\$11.40)	\$12.57
Effective		Dec. 1/89	Apr. 1/90
General Increase		5%	
Additional Adjustment			29¢ for Housekeeping Employees
Waiter/Waitress		\$5.76	
Maid		\$8.46	\$8.75
Maintenance 1		\$13.20	

Performance Bonus (full-time) (new): \$100 per employee paid 3 times annually for perfect attendance in each 4-month period between June 1987 and May 1990.

Paid Holidays: Effective December 1, 1988, 12 (11) days.

Paid Breaks: Effective June 1, 1989, 15 (10) minutes twice per day.

Pay for Management Sponsored Functions:	Banquet Waiter/Waitress and Bartender receive: \$19 (\$18) - Breakfast; \$22 (\$21) - Lunch and Reception, and \$29 (\$28) - Dinner. Effective June 1, 1988 and June 1, 1989 respectively, each of these amounts is increased by \$1.
Gratuities:	<p><u>Bell Person</u> - Effective August 1, 1987; \$1.60 (\$1.50) for each bag in and each bag out on tour and \$1.60 (\$1.50) per person on tours package. Effective September 1, 1988, and December 1, 1989, amounts increase by 10¢ and 5¢ respectively.</p> <p><u>Banquet Beverage</u> - \$6 (\$5) per hour for Waiter/Waitress working at cash cafeteria function.</p> <p><u>Cash Wine Sales (new)</u> - 10% for Busboys, 10% for Management and 80% for Bartenders.</p> <p><u>New Year's Eve</u> - \$60 (\$50) guaranteed gratuities.</p> <p><u>Convention Centre Doorman (new)</u> - \$10 per hour, maximum 5 times per year.</p> <p><u>Room Service Waiter</u> - \$75 (\$50) plus wage for outside hotel management functions. Effective August 1, 1987, \$1.80 (\$1.75) per complimentary item delivered to a guest. Effective June 1, 1988, \$1.85. Effective June 1, 1989, \$1.90. Effective August 1, 1987, \$6 (\$5) for setting up complimentary bar in guest's room. Effective June 1, 1988, \$7.</p>
Health and Welfare Fund:	<u>Employer Contribution</u> - \$70 (\$60) per full-time employee. Effective September 1, 1988, \$75. Effective March 1, 1989, \$80.
Safety Shoe Allowance (new):	Maximum reimbursement \$30 per year on proof of purchase to Convention, Engineering and Housekeeping employee.
Tool Allowance:	\$66 (\$62.50) per year. Effective June 1, 1988, \$70. Effective June 1, 1989, \$75.

MISCELLANEOUS SERVICES

Chas. Abel Photo Service Limited at Toronto - Local 2820, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 15, 1987 to April 14, 1989, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 6/87</u>	<u>Oct. 1/87</u>
	General Increases	25¢	10¢
	Dryer & Mounter	\$5.65 (\$5.40)	\$5.75
	Equipment Repairer I	\$12.52 (\$12.27)	\$12.62
	Effective	<u>Apr. 16/87</u>	<u>Oct. 1/88</u>
	General Increases	25¢	10¢
	Dryer & Mounter	\$6.00	\$6.10
	Equipment Repairer I	\$12.87	\$12.97

Lump Sum Settlement Payment:	\$120 per employee.
Paid Vacation:	4 weeks after 17 years of service (new).
Health and Welfare:	<u>OHIP</u> - Effective August 1, 1987, employer pays 35% (25%) of premium costs for employees with 2 years of service. Effective May 1, 1988, 50%.
Safety Shoe Allowance (new):	\$25 per year for approved safety shoes.

LOCAL ADMINISTRATION

Hamilton City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	4%	1.74%
	Additional Adjustments	Some classifications adjusted	
	<u>Annual Rates</u>		
	Fire Fighter III Class	\$30,667.40 (\$29,487.88)	\$31,201.01
	Fire Fighter I Class	\$38,334.24 (\$36,859.85)	\$39,001.26
	Platoon Chief (Previously, Assistant Deputy Chief)	\$52,961.60 (\$50,924.62)	\$53,883.13

Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
General Increases	4%	1.25%
Fire Fighter III Class	\$32,449.05	\$32,854.66
Fire Fighter I Class	\$40,561.31	\$41,068.33
Platoon Chief	\$56,038.46	\$56,738.94

Long Service Pay: Increased by \$10 for each 5 years of service: \$60 (\$50) after 5 years of service to \$480 (\$400) after 40 years.

Paid Vacation: Effective January 1, 1988, 4 weeks after 9 (10) years of service, 5 weeks after 17 (18) years, 5 weeks plus 1 day after 20 (22) years, 5 weeks plus 2 days after 21 (23) years, 5 weeks plus 3 days after 22 (24) years, 5 weeks plus 4 days after 23 (25) years and 6 weeks after 25 (26) years.

Bereavement
Leave:

Up to 3 (1) days' paid leave upon death of grandparent, grandchild, sister/brother-in-law.

Health and
Welfare:

Life Insurance for Dependents (new) - Employer pays 100% of premium costs. Benefit is \$5,000 for spouse and \$3,000 for dependent child.

A. D. & D. (new) - Employer pays 100% of premium costs. Benefit is twice annual earnings rounded to the nearest \$1,000.

Major Medical - Maximum claim is \$400 per year for visits to chiropractors, osteopaths, chiropodists, podiatrists and for X-rays and laboratory fees (new).

Vision Care - Maximum claim is \$100 (\$50) every 2 years.

Dental Plan - Coverage is extended to include fixed prosthodontics and major restorative treatment (new), with a maximum annual claim of \$1,500 including removable prosthodontics, and 80%-20% co-insurance. Maximum lifetime claim for orthodontics is \$1,500 per dependent child up to age 18 (new).

London City Board of Commissioners of Police - Police Association (Ind.) (police officers): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:

Effective	Jan. 1/87	July 1/87
General Increases	4%	1.15%
Additional Adjustment		*
<u>Annual Rates</u>		
Cadet 0-2 years	\$15,960-\$18,680 (\$15,346-\$17,962)	\$16,143-\$18,895
Constable 1st Class	\$38,496 (\$37,015)	\$38,939
Superintendent 0-3 years Effective July 1/87, 0-2 years	\$53,857-\$58,407 (\$51,786-\$56,161)	\$56,957-\$60,181
Effective	Jan. 1/88	July 1/88
General Increase	5%	
Additional Adjustment		1.813% for Superintendent
Cadet	\$16,951-\$19,840	
Constable	\$40,886	
Superintendent	\$59,806-\$63,191	\$60,890-\$64,336

* Superintendent rate revised due to elimination of the middle increment.

Health and
Welfare:

Major Medical - \$35,000 (\$25,000) lifetime maximum for out of Canada expenses.

Dental Plan - Pit and fissure treatment once every 2 years is added for children up to age 12 (new). Effective July 1, 1987, employer pays 80% (75%) of premium costs.

Continuation of Benefits - Employer pays 75% of premium costs to age 65 for basic dental plan for eligible employee retiring on unreduced OMERS pension (new).

Clothing
Allowance:

Effective July 1, 1987, \$780 (\$735) annually for employee working in plainclothes capacity for not less than 20 working days per year, pro-rated for the time served while acting in such capacity. Effective July 1, 1988, \$800.

Cleaning
Allowance:

Effective January 1, 1988, \$20 (\$15) per month for cleaning and pressing of clothing used in the performance of duty.

Niagara Regional Municipality at Thorold, previously at St. Catharines - Local 1287, Canadian Union of Public Employees (CLC) (inside and outside employees): A 36-month renewal agreement effective from January 1, 1987 to December 31, 1989, covering 450 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	Jan. 1/87	Jan. 1/88
General Increases	4.5%	4.5%
<u>Roads, Water Treatment and Pollution Control Units</u>		
Job Level 1 (includes Labourer)	\$10.48-\$10.96 (\$10.03-\$10.49)	\$10.95-\$11.45
Job Level 13 (includes Area Maintenance Man- Certified)	\$13.66-\$14.39 (\$13.07-\$13.77)	\$14.27-\$15.04
<u>Office and Clerical Unit</u>		
<u>Annual Rates</u>		
Job Level 1 (includes Clerk- Typist 1)	\$17,314-\$18,095 (\$16,569-\$17,316)	\$18,093-\$18,909
Job Level 10 (includes Systems Analyst/Programmer)	\$28,857-\$30,424 (\$27,615-\$29,114)	\$30,155-\$31,793

Effective	<u>Jan. 1/89</u>
General Increase	4.25%*
<u>Roads, Water Treatment and Pollution Control</u>	
Job Level 1	\$11.41-\$11.94
Job Level 13	\$14.87-\$15.68
<u>Office and Clerical</u>	
Job Level 1	\$18,861-\$19,712
Job Level 13	\$31,436-\$33,144

* Conditional wage reopener if the Consumer Price Index increases by 6% above the January 1988 index.

Maximum rates for Labourer, Area Maintenance Man-Certified and Clerk-Typist 1 are reached after 60 work days and for Systems Analyst/Programmer, after 12 months.

Shift Premium:	Effective July 16, 1987, 0-35¢-40¢ (0-30¢-35¢). Effective July 1, 1989, 0-40¢-45¢.
Paid Vacation:	Effective January 1, 1988, 5 weeks after 17 (18) years of service. Effective January 1, 1988, 6 weeks after 28 (30) years.
Health and Welfare:	<u>Dental Plan</u> - Coverage continues to be updated annually to the previous year's Ontario Dental Association fee schedule. Effective July 1989, coverage is extended to include crowns, caps and orthodontic treatment, with 50%-50% co-insurance and a maximum lifetime benefit of \$1,500 per person (new).
Safety Shoe Allowance:	Effective January 1, 1988, \$70 (\$60) per year for eligible employee. Effective January 1, 1989, \$75.

Sudbury Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	4.5%	1.5%
<u>Annual Rates</u>			
	Constable 4th Class	\$27,436.32 (\$26,254.85)	\$27,853.92
	Constable 1st Class	\$38,440.08 (\$36,784.77)	\$39,024.72
	Staff Sergeant	\$47,042.64 (\$45,016.88)	\$47,752.56

Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
General Increases	4%	1.5%
Constable 4th Class	\$28,960.56	\$29,399.04
Constable 1st Class	\$40,590.72	\$41,196.24
Staff Sergeant	\$49,673.52	\$50,425.20

Previous rates reflect salary adjustments implemented in 1986 to bring the Sudbury rates to the averages of like classifications at selected police forces in Central Ontario.

Shift Premium: 0-25¢-50¢ (0-15¢-30¢).

Service Pay: Increased by \$5 to \$70 (\$65) after 5 years of service up to \$525 (\$520) after 40 years.

Health and Welfare: Vision Care - Effective September 1, 1987, maximum claim is \$140 (\$125) every 2 years.

Dental Plan - Effective September 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule.

Clothing Allowance: \$700 (\$625) per year for full-time plain clothes officers. Maximum \$150 (\$125) per year for dry cleaning services, pro-rated for employees not employed a full calendar year.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 330 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	3%	1%
	<u>Annual Rates</u>		
	Salary Group 2 (includes Clerk Typist II)	\$16,067.88-\$19,836.37 (\$15,599.88-\$19,258.61)	\$16,228.55-\$20,034.73
	Salary Group 11 (includes Planner III)	\$28,882.55-\$35,656.41 (\$28,041.32-\$34,617.87)	\$29,171.38-\$36,012.97
	Effective	<u>Jan. 1/88</u>	
	General Increase	3%	
	Salary Group 2	\$16,715.41-\$20,635.77	
	Salary Group 11	\$30,046.53-\$36,373.10	
	Maximum rates are reached after 2 annual increases.		

Acting Pay: 65¢ (60¢) per hour worked in a higher classification.

Call-Back Pay: 3 1/2 (3) hours at straight time, or overtime rate for actual hours worked.

Paid Vacation: Effective January 1, 1988, 5 weeks after 16 (17) years of service.

Bereavement Leave: 3 days' paid leave upon death of step-mother/father/child (new).

Health and Welfare: Vision Care - Effective October 1, 1987, maximum claim is \$100 (\$60) every 2 years. Effective January 1, 1988, \$120.

Continuation of Benefits for Early Retirees (new) - OHIP, Extended Health Care and Semi-Private Hospital coverage continues to age 65.

Pension Plan: Early Retirees - Effective August 17, 1987, employee may utilize sick leave, vacation and statutory holiday credits for time off prior to retirement at age 55 (60) under the 90 factor.

Meal Allowance: Effective August 17, 1987, \$5.50 (\$5) after 1 hour of unscheduled overtime. Effective January 1, 1988, \$5.75.

Addenda

April 1987 Settlement

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Ontario Public School Teachers' Federation (Ind.) (elementary school occasional teachers): A 33-month first agreement effective March 30, 1987 to December 31, 1989, covering 460 employees, settled at the bargaining stage and ratified in April 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 30/87</u>	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
	<u>Casual Occasional Teacher</u>			
	<u>Daily Rate Formula</u>			
	Certified or Equivalent			
	- with degree	1/220 of salary for Teacher Category A1 year 0	1/210 of A1-0	1/195 of A1-0
	- without degree	1/220 of salary for Teacher Category D year 0	1/210 of D-0	1/195 of D-0

	<u>Mar. 30/87</u>	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>
Non-Certified	85% of salary for Certified Teacher without degree	85%	85%

Daily Rates*

Certified or equivalent - with degree	\$119.31 (\$89.87)	\$124.99	
Non-Certified	\$74.85 (\$66.96)	\$78.41	

Extended Occasional
Teacher Daily rate
in accordance
with current
full-time
salary

* Daily rates include 4% vacation pay.

Note: An Extended Occasional Teacher is an occasional teacher who is employed for a period of 20 or more consecutive days as a replacement for a teacher employed on a probationary or permanent contract.

Reporting Pay: Minimum 1/2 day's pay, as a result of a call-out error.

Extended Occasional Teacher receives pay for the scheduled assignment on a day when school is closed due to special climatic or catastrophic conditions.

The following provisions apply to Extended Occasional Teachers only, unless stated otherwise.

Special Leave: Up to 3 days' paid leave upon death or serious illness of a family member or for personal reasons.

Sick Leave: 2 days' paid leave per month, after completion of at least 1/2 of the teaching days in the month, payable only for scheduled working days. Cumulative for the duration of the assignment, or for 2 consecutive assignments in the same school year.

Jury Duty or
Subpoenaed
Witness Leave: Employee receives the difference between normal earnings and fees received.

Payment in lieu
of Benefits: Effective April 1, 1987, \$55 per month for employee with 2 months of continuous service. Effective January 1, 1988, \$60. Effective January 1, 1989, \$65.

Negotiating
Committee Pay: A maximum of 2 Casual or Extended Occasional Teachers receive salary, benefit pay and sick leave credits while negotiating prior to conciliation, provided the time involved interrupts scheduled assignments.

May 1987 Settlements

MISCELLANEOUS MANUFACTURING

Plastics CMP Limited at Peterborough - Local 1987, Canadian Auto Workers (CLC)*: A 36-month renewal agreement effective from November 1, 1986 to October 31, 1989, covering 265 employees, settled with mediation assistance during a work stoppage and ratified in May 1987. Duration of negotiations - 2 months.

* Previously, Lodge D-539, Boilermakers (AFL-CIO/CFL).

Wages:	Effective	<u>Nov. 1/86</u>	<u>Nov. 1/87</u>	<u>Nov. 1/88</u>
Increases		50¢	50¢-60¢	50¢-60¢
Additional Adjustments		Job classification adjustments of 10¢-\$1.40 and some restructuring of wage schedule		
Racker/Unracker		\$7.75 (\$6.10-\$6.57)	\$8.35	\$8.95
Licenced Electrician		\$14.10 (\$8.50-\$11.30)	\$14.70	\$15.30

Start Rate (new) - 50¢ below job rate for the duration of the probationary period.

Lump Sum Settlement Payment:	50¢ per hour worked from November 1, 1986 to May 30, 1987 for each employee in the Moulding and Plating, and Shipper/Handler Paint Departments, and from January 1, 1987 to May 30, 1987 for each employee in the Paint Department.
Shift Premium:	0-35¢-45¢ (0-20¢-30¢). 70¢ per hour on the 12-hour continental shift (new).
Call-Back Pay:	Minimum 4 hours' pay at the regular rate when called back to work due to an emergency. (Previously, applicable overtime rate or minimum 2 hours at time and one-half for Pollution Control Technicians and Licenced Electricians only.)
Pay for Work on Paid Holidays:	Double time (time and one-half).
Paid Holidays:	1 1/2 floating days are added for a total of 11 (9 1/2) days.
Paid Vacation:	7 days after 1 year of service, 11 days after 5 years and 14 days after 10 years for employees on the continental shift (new). 4 weeks after 10 years for all other employees (new).
Bereavement Leave:	1 day's paid leave upon death of son/daughter-in-law (new).

Crown Witness Pay:	Employer pays the difference between regular daily wages and fees received by subpoenaed employee.
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$25,000 (\$20,000). <u>Weekly Indemnity</u> - Maximum benefit is UIC maximum (previously, \$300). <u>Long Term Disability Plan (new)</u> - Benefit is 66 2/3% of regular monthly earnings to a maximum of \$2,200 per month. <u>Dental Plan</u> - Coverage is based on the 1985 Ontario Dental Association fee schedule. (Previously, the current year's O.D.A. fee schedule.) Effective November 1, 1987, the 1986 O.D.A. fee schedule.
Clothing Allowance:	\$25 once every 6 months for painter (new).
Safety Shoe Allowance:	\$50 once every 6 months for painter (new).
Safety Prescription Glasses:	Employer pays 50% (45%) of the cost to a maximum of \$85 every 2 years.
Tool Allowance:	\$50 per year for Pollution Control Technician and Moulding Maintenance employees and \$200 per year for Licenced Electricians. (Previously, \$100 per year for Pollution Control Technician and \$150 per year for Licenced Electricians.)
Education Fund:	<u>Employer Contribution</u> - 1¢ per hour worked for the purpose of providing paid education leave.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education at Chesley - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 349 employees, settled at the bargaining stage and ratified in May 1987. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/87
	General Increase	4.8%
	Teacher-Category 1 0-5 years	\$18,218-\$24,883 (\$17,384-\$23,743)
	Teacher-Category 4 0-11 years	\$22,953-\$39,759 (\$21,902-\$37,938)
	Teacher-Category 7 0-11 years	\$27,461-\$50,222 (\$26,203-\$47,922)

Sept. 1/87

Responsibility Allowances:	Principal A School	\$5,544 (\$4,975) plus \$503 (\$451) per occupied classroom
	B School	\$637 (\$572) per occupied classroom
	Vice-Principal	\$309 (\$287) plus \$258 (\$239) per occupied classroom
	Supervisor, Elementary	\$3,498 (\$3,380)
	Supervisor, K-13	\$8,787 (\$8,490)
	Health and Welfare:	Life Insurance - Employer pays 95% (85%) of premium costs for \$25,000 benefit.
		<u>OHIP and Major Medical</u> - Employer pays 90% (85%) of premium costs.
		<u>Dental Plan</u> - Employer pays 75% (70%) of premium costs.
Education Allowance:		\$80 (\$75) per week for eligible employee to attend course.

June 1987 Settlements

CLOTHING

Cluett, Peabody Canada Inc., The Arrow Company Division at Kitchener - Local 303A, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 435 employees, settled at the conciliation officer stage and ratified in June 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	25¢	25¢
	Additional Adjustments	Restructuring of some categories	
	Category 1 (includes Swatcher)	\$5.75-\$6.05 (\$5.50-\$5.80)	\$6.00-\$6.30
	Category 8 (Utility Worker) (new) (Mechanic now a salaried employee)	\$10.61-\$11.06 (\$10.36-\$10.81)	\$10.86-\$11.31

Maximum rates are reached after 1 year.

Start Rate - 40¢-90¢ less than job rate, depending on category.

Paid Vacation: 6 weeks after 31 (32) years of service and 7 weeks after 35 years (new). Effective March 31, 1988, 4 weeks after 11 (13), 5 weeks after 20 (22) and 6 weeks after 30 (31) years.

Vacation Pay Entitlement: Maximum 14% (12%) of total annual earnings for employee who is laid off for more than 13 full working weeks, is absent for 40 or more working days during vacation year, or who leaves employment between vacation periods.

Statutory Holiday Pay: When 2 or more consecutive holidays are being observed, employee failing to qualify for payment on only the day immediately preceding or immediately following one of the holidays, shall lose payment for only one of the holidays. (Previously, deduction for both holidays.)

Crown Witness Pay (new): Employee receives the difference between regular daily wages and witness pay.

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent, grandchild or stepchild. 1 day's paid leave upon death of son/daughter-in-law (new). 4 days' paid leave to attend or arrange for out of province funeral (new).

Health and Welfare: OHIP - Effective March 31, 1988, any increase in costs will be shared by employer and employee, with a monthly maximum employee contribution of \$1 and \$2 for single and family coverage respectively.

Weekly Indemnity - Effective April 1, 1988, benefit is 66 2/3% (60%) of regular earnings or UIC maximum, whichever is greater. Benefit is payable on a 1-1-8-15 (1-8-26) basis. Out-patient procedures not usually performed in a doctor's office will be covered (new).

Drug Plan - Effective April 1, 1988, 80%-20% (60%-40%) co-insurance.

Medical Certificate - Employer pays for examination or certificate when required by employer.

Pension Plan: Employer Contribution - Effective March 31, 1988, 2.75% (2.5%) of earnings less vacation and holiday pay.

Technological Change (new): Employer will reassign displaced employee to an available position if employee is able to perform new functions. Selection will be based on seniority when more than 1 position is available. A retraining programme will be established.

Forsyth Trading Company, John Forsyth Company Division at Kitchener, Waterloo and Toronto - Local 303B, Clothing and Textile Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 537 employees, settled at the conciliation officer stage and ratified in June 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Mar. 31/88</u>
	General Increases	25¢	25¢ for current employees
	Additional Adjustment	Restructuring of some categories	
	<u>Hourly Rated</u>		
	Service 1 (includes Non-Machine Utility Operator)	\$4.85-\$5.71 (\$4.60-\$5.46)	\$5.05*-\$5.96
	Electronic Technician (Mechanic is now a salaried employee)	\$7.00-\$10.32 (\$6.75-\$10.07)	\$7.25-\$10.57
	* Applies to newly hired employees.		
	Maximum rates are reached after 1 year.		
Shift Premium (new):	5¢ per hour worked on afternoon shift. Effective March 31, 1988, 10¢.		
Paid Vacation:	5 weeks after 20 (22) years of service, 6 weeks after 30 (32) and 7 weeks (new) after 35 years. Effective March 31, 1988, 4 weeks after 10 (13) years.		
Vacation Pay Entitlement:	Maximum 14% (12%) of total annual earnings for employee who is laid off for more than 13 full working weeks, is absent for 40 or more working days during vacation year, or who leaves employment between vacation periods.		
Statutory Holiday Pay:	When 2 or more consecutive holidays are being observed, employee failing to qualify for payment on only the day immediately preceding or immediately following one of the holidays, shall lose payment for only one of the holidays. (Previously, deduction for both holidays.)		
Crown Witness Pay (new):	Employee receives the difference between regular daily wages and witness pay.		
Bereavement Leave:	3 (1) days' paid leave upon death of grandparent, grandchild and brother/sister-in-law, and 3 days for grandparent-in-law, son/daughter-in-law and stepchildren (new). 4 days' paid leave to attend or arrange for funeral out of the province (new).		
Health and Welfare:	<u>Life Insurance</u> - Effective March 31, 1988, benefit is \$7,500 (\$5,000). <u>OHIP</u> - Effective March 31, 1988, any increase in costs will be shared by employer and employee, with a monthly maximum employee contribution of \$1 and \$2 for single and family coverage respectively. <u>Weekly Indemnity</u> - Benefit is payable on a 1-1-8-15 (1-8-15) basis.		

Medical Certificate - Employer pays for examination or certificate when required by employer.

Pension Plan: Employer Contribution - Effective March 31, 1988, 2.75% (2.5%) of earnings less vacation and holiday pay.

Technological Change (new): Employer will reassign displaced employee to an available position if employee is able to perform new functions. Selection will be based on seniority when more than 1 position is available. A retraining programme will be established.

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Ottawa - Employees' Association (Ind.) (full-time and part-time office, clerical, maintenance, plant operations and transportation employees): Two 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 350 employees, settled at the conciliation officer stage and ratified in June 1987. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/87	Jan. 1/88
	General Increases	4.5%	4.5%
	<u>Maintenance Unit</u>		
	<u>Annual Rates</u>		
	Caretaker 1 (35 hours per week)	\$16,971-\$19,049 (\$16,240-\$18,229)	\$17,735-\$19,906
	Carpenter (40 hours per week)	\$27,116-\$30,470 (\$25,948-\$29,158)	\$28,336-\$31,841
	Maximum rates are reached after 3 annual increases.		

Call-back Pay (new): Minimum 3 hours' pay at time and one-half the regular rate.

Overtime Pay: Payable after 35 (40) hours worked.

Vacation Pay: 6% for part-time bus driver with less than 10 years of service and 8% after 10 years (new).

Bereavement Leave: 4 (3) days' paid leave upon death of an immediate family member.

Health and Welfare: Dental Plan - Effective September 1, 1987, employer pays 80% of premium costs for permanent part-time employees (new).

Essex County Board of Education at Essex - Ontario Secondary School Teachers' Federation (Ind.)*: A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 480 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 4 1/2 months.

* Previously bargained together with Association des Enseignants Franco-Ontariens (Ind.).

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.65%
	Teacher-Category 1 0-10 years	\$24,325-\$41,530 (\$23,245-\$39,685)
	Teacher-Category 4 0-10 years	\$28,715-\$50,650 (\$27,440-\$48,400)
	Vice-Principal 0-3 years	\$55,835-\$59,830 (\$53,355-\$57,170)
	Principal 0-3 years	\$62,545-\$67,745 (\$59,765-\$64,735)
Responsibility Allowances:	Increased in accordance with the general salary increase.	

Kent County Board of Education at Chatham - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 556 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases	4.7%	4.7%
	Teacher-Category 1 0-5 years	\$18,134-\$25,266 (\$17,320-\$24,132)	\$18,986-\$26,454
	Teacher-Category 4 0-10 years	\$23,555-\$40,007 (\$22,498-\$38,211)	\$24,662-\$41,887
	Teacher-Category 7 0-11 years	\$28,016-\$50,320 (\$26,758-\$48,061)	\$29,333-\$52,685
	Principal 0-2 (0-3) years	\$56,512-\$60,665 (\$51,991-\$57,942)	\$59,168-\$63,516
Responsibility Allowances:	Vice-Principal and Supervisor	\$3,717 \$3,550)	\$3,892
	Co-ordinator	\$5,575 (\$5,325)	\$5,837

Health and Welfare: OHIP, Life Insurance, A. D. & D., Major Medical - Employer pays 80% (100%) of premium costs.

Vision Care and Hearing Aid (new) - Employer pays 80% of premium costs. Maximum claim is \$150 every 2 years for vision care and \$300 every 2 years for hearing aid.

Dental Plan - Employer pays 80% of premium costs (previously, \$9.15 per month for single coverage and \$22.35 per month for family coverage). Maximum annual claim for basic treatment is

\$1,500 per person (new). Major restorative with 50%-50% co-insurance and maximum annual claim of \$1,500 per person (new), and orthodontics with 50%-50% co-insurance and maximum lifetime claim of \$2,000 (new). Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1988, maximum annual claim for major restorative is \$2,000, and the 1985 O.D.A. fee schedule. Effective January 1, 1989, the 1986 O.D.A. fee schedule.

Educational
Improvement
Leave Fund:

Employer contributes a maximum of \$177.50 (\$170) per teacher. Effective September 1, 1988, \$185.

Kent County Board of Education at Chatham - Ontario Secondary School Teachers'

Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 419 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increases		4.7%	4.7%
Teacher-Category 1 0-10 years		\$23,617-\$40,007 (\$22,557-\$38,211)	\$24,727-\$41,887
Teacher-Category 4 0-11 years		\$28,096-\$50,320 (\$26,835-\$48,061)	\$29,417-\$52,685
Vice-Principal 0-2 years		\$55,344-\$59,498 (\$52,860-\$56,827)	\$57,945-\$62,294
Principal 0-2 years		\$62,941-\$67,096 (\$60,116-\$64,084)	\$64,899-\$70,250
Responsibility Allowances:	Director	eliminated (\$2,950)	
	Major Head/Director	\$2,950 (\$2,815)	\$3,089
	Minor Head/Director	\$2,607 (\$2,490)	\$2,730
	Assistant Head	\$1,814 (\$1,733)	\$1,899

Health and
Welfare:

OHIP, Life Insurance, A. D. & D. and Major Medical - Employer pays 80% (100%) of premium costs.

Vision Care and Hearing Aid (new) - Employer pays 80% of premium costs. Maximum claim is \$150 every 2 years for vision care and \$300 every 2 years for hearing aid.

Dental Plan - Employer pays 80% (60%) of premium costs. Maximum annual claim for basic treatment is \$1,500 per person (new). Major restorative with 50%-50% co-insurance and maximum annual

claim of \$1,500 per person (new), and orthodontics with 50%-50% co-insurance and maximum lifetime claim of \$2,000 (new). Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1988, maximum annual claim for major restorative is \$2,000, and the 1985 O.D.A. fee schedule. Effective January 1, 1989, the 1986 O.D.A. fee schedule.

Educational Improvement Leave Fund: Employer contributes a maximum of \$180 (\$170) per teacher. Effective September 1, 1988, \$185.

Nipissing Board of Education at North Bay - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 237 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.5%
	Teacher-A1-1 0-11 years	\$24,443-\$40,019 (\$23,390-\$38,295)
	Teacher-A4-4 0-11 years	\$29,107-\$50,760 (\$27,853-\$48,574)
	Vice-Principal 0-4 years	\$57,666-\$61,308 (\$55,182-\$58,668)
	Principal 0-4 years	\$65,103-\$68,745 (\$62,299-\$65,784)
	Previous rates reflect a 4.2% increase effective September 1, 1986.	

Night and Summer School Salaries: Principal - \$6,241 (\$5,731)
Teacher of Credit Courses - \$38 (\$35) per hour

Responsibility and all other Allowances: Increased by 4.5%.

University of Guelph - Staff Association (Ind.) (office, clerical, laboratory and technical employees): A 12-month agreement resulting from a wage and benefits reopener provision during the last year of a 2-year agreement terminating June 30, 1988, covering 850 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/87</u>
	General Increase	4.2%
	Additional Adjustment	2.9%-7.38% to nine clas- sifications

July 1/87

Weekly Rates
35 hours per week

Receptionist/	\$254.10-\$308.79
Typist	(\$243.86-\$296.34)
MTS VI	\$572.24-\$769.33
	(\$549.17-\$738.32)

Maximum rates are reached on merit.

Health and
Welfare:

Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Employer pays 80% (66.66%) of premium costs. Plan is extended to include orthodontic treatments on a 50%-50% co-insurance basis with a lifetime maximum of \$2,000 per person (new).

Athletic
Facilities
Subsidy:

Athletic fee subsidy is 75% (50%) of basic annual user fee. Regular full-time employee with less than one year of service is now eligible.

HEALTH AND WELFARE SERVICES

Windsor Western Hospital Centre Inc., I.O.D.E. Unit - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 255 employees, settled at the conciliation officer stage and ratified in June 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	5%	4.5%
	Housekeeping Aide	\$9.892-\$10.241 (\$9.421-\$9.753)	\$10.337-\$10.702
	Orderly	\$10.887-\$11.449 (\$10.369-\$10.904)	\$11.337-\$11.964
	Carpenter Painter (Maintenance)	\$11.385-\$12.050 (\$10.843-\$11.476)	\$11.897-\$12.592

Maximum rates are reached after 1 year.

The following changes are effective June 29, 1987, unless specified otherwise.

Shift Premium:	0-45¢-45¢ (0-35¢-35¢).
Paid Vacation:	4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.
Bereavement Leave:	3 (1) days' paid leave upon death of stepfather/mother/child. Effective April 1, 1988, 1 day's paid leave upon death of brother/sister-in-law (new).

Health and Welfare: Vision Care (new) - Effective April 1, 1988, employer pays 100% of premium costs. Maximum claim is \$60 every 2 years.

Meal Allowance: \$3.50 (\$3) after 2 hours of overtime. Effective April 1, 1988, \$4.

Contracting Out Clause: No contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the layoff of any employee other than casual part-time employees (unchanged), unless the contractor offers wages and working conditions comparable to existing hospital package (new).

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Research Council Employees' Association (Ind.) (operational category, supervisory and non-supervisory employees): A 24-month renewal agreement effective from January 31, 1987 to January 30, 1989, covering 232 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 31/87</u>	<u>Jan. 31/88</u>
	General Increases	3.75%	3.25%
	Additional Adjustment	Restructuring of wage grids	
	<u>Annual Rates</u>		
	Plant Assistant 1 (Driver)	\$19,920-\$22,330 (\$20,633-\$21,523)	\$21,336-\$23,056
	Electrical/Electronic (Electrician)	\$31,820-\$34,371 (\$30,670-\$33,129)	\$32,854-\$35,488
	Maximum rates are reached on merit.		

Standby Pay: \$8 (\$7) for each 8 consecutive hours on a regular workday. Effective January 31, 1988, \$15 (\$14) on a scheduled day off or paid holiday.

Shift Premium: 0-50¢-60¢ (0-40¢-50¢).

Weekend Premium: 55¢ (50¢) per hour.

Meal Allowance: \$5 (\$4.75) after 3 hours of overtime plus \$4 (\$3.75) after an additional 4 hours.

CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Various Unions of the (AFL-CIO)* (maintenance assist employees)**: A 36-month renewal agreement effective from July 1, 1986 to June 30, 1989, covering 200 employees, settled with mediation assistance. Duration of negotiations - 10 months.

* Includes Asbestos Workers, Bricklayers Intl., Boilermakers, Electrical Workers (IBEW), Intl. Operating Engineers, Painters, Plasterers, Plumbers, and Sheet Metal Workers (AFL-CIO/CFL); Carpenters, Labourers, and Structural Iron Workers (AFL-CIO); and Teamsters (Ind.).

** Involved in maintenance, repair and renovation work in the nuclear, thermal and hydraulic generating stations and associated facilities such as Heavy Water Plant.

Package:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
		95% (90%) of ESPCA con- struction wage rates	95% of ESPCA construction wage rates	95% of ESPCA construction wage rates

Pickering,
Journeyman

Labourer	\$20.24 (\$18.57)	*	*
Plumber	\$24.16 (\$23.04)		
Electrical Worker (IBEW)	\$23.95 (\$22.07)		

* Wage Rates contingent on EPSCA construction wage rates, when negotiated.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Overtime Pay: Time and one-half the regular rate for the first 2 (4) hours worked in excess of regularly scheduled shift.

Further details are not available.

Windsor Electrical Contractors Association in Essex and Kent Counties - Local 773,
Electrical Workers (IBEW) (residential construction): A 35-month renewal agreement effective from June 1, 1987* to April 30, 1990, covering 350 employees, settled with mediation assistance and ratified in June 1987. Duration of negotiations - 16 months.

* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 1/87</u>	<u>June 1/88</u>	<u>June 1/89</u>
Journeyman			*	*
jobs bid before June 1, 1987		\$18.06		
jobs bid after June 1, 1987		\$14.56 (\$17.74)		

* Increase in base rate to equal the percentage total wage increase negotiated in the I.C.I. provincial agreement.

Package rate for jobs bid before June 1, 1987 and previous package rate include wages, vacation and holiday pay and employer contributions to welfare fund. Package rate for jobs bid after June 1, 1987 includes wages, vacation pay, and employer contributions to welfare, pension and S.U.B. funds.

Holiday Pay: Full pay for 9 holidays. (Previously, 6% of hourly earnings.)

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
AUGUST 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	290
August 1987 Settlements	
Food and Beverage	293
Paper and Allied	296
Transportation Equipment	297
Electrical Products	298
Non-Metallic Mineral Products	301
Transportation	302
Education and Related Services	303
Health and Welfare Services	306
Services to Business Management	307
Federal Administration	308
Provincial Administration	309
Local Administration	309
Addenda	
February 1987 Settlement	314
March 1987 Settlement	314
June 1987 Settlements	315
July 1987 Settlements	318

Highlights

Aircraft Manufacturing

At the end of August, 4,050 members of the Canadian Auto Workers at de Havilland Aircraft of Canada in Toronto, the newly acquired division of Boeing of Canada Ltd., ratified a settlement ending a 10-week strike.

The mediated three-year settlement affected the company's 3,500 production and 550 office employees covered by two separate agreements which opened up on June 22, 1987. The new agreements provided a \$3,000 settlement bonus for each active employee, along with general wage increases of 25 cents per hour in the first year and 3% in each of the remaining two years. The first year increase was in addition to a fold-in of \$1.23 an hour in past cost-of-living payments, both of which were paid retroactively to June 23, 1987. The COLA provision, calling for quarterly adjustments of 1¢ for each 0.3 point increase in the Consumer Price Index (1971=100) was retained without change. Skilled tradesmen and higher office classifications received special wage adjustments of 0.5% in mid-1988 and 1989. Among other major changes were:

- o A shift premium increase to 50¢ an hour for work on both the second and third shifts, from the present 25¢ and 35¢, respectively;
- o Improved health insurance benefits under life insurance, long-term disability, major medical and dental plans;
- o A total increase of \$5 in basic pensions during the two last years of the contract, bringing the monthly benefit to \$23 per year of service by January 1989, and a corresponding \$2 increase in the bridging supplement and pensions for current retirees;
- o A regular work scheduling of five 8-hour days per week for departments previously working four 10-hour days per week.

Electrical Products Industry

Two-year renewal agreements at plants of Camco Inc. in Hamilton and Microtel Ltd. in Brockville were concluded in the second half of August following work stoppages.

Camco's three-month labour dispute over wages and benefits ended with the acceptance of the firm's revised offer by the plant's 1,400 employees, members of the United Electrical Workers. The ratified settlement, running to April 22, 1989, provided:

- o A lump sum payment of \$750 for each active employee;
- o General wage increases of 38¢ an hour in the first year and a further 47¢ an hour in the second year, including cost-of-living advances of 10¢ and 31¢, respectively;

- o Quarterly COLA adjustments starting in January 1988, calculated at 1¢ for 0.32 point increase in the Consumer Price Index (1971=100) in excess of the 10¢ advance payments in each of the first three quarters and 11¢ in the last quarter;
- o Extra adjustment of 40¢ an hour in each year for skilled trades;
- o A 3¢ increase in each year in shift premiums, to 47¢ per hour in 1987 and 50¢ in 1988;
- o A one-year reduction, to 4 years of service, in eligibility requirements for 3 weeks of vacation, and a two-year reduction to 21 years of service for 5 weeks by April 1988;
- o Upgraded health and welfare insurance plans;
- o A \$1.00 increase in basic pensions to \$16.50 per month per year of service, with a reduction in the annual service credit requirement to 1,800 from 1,825 paid hours;
- o New job security and severance pay provisions including:
 - A plant closing benefit in the event of a complete discontinuance of the Hamilton operation,
 - Letters of understanding regarding transfer of work to a different company location causing a decrease in the Hamilton unit jobs, and/or transfer of a product line to a company plant or to another employer.

At Microtel Ltd., the agreement ending a 3 1/2-month strike by 450 members of the Communications and Electrical Workers of Canada covered a two-year period ending May 11, 1989. In the first year, wage increases of 3.08% for Labour Grades A-G and 83¢ per hour for Grades H-M were accompanied by the restructuring of existing schedules and replacement of wage ranges by single rates. These revisions were followed by a general wage increase of 4.24% on May 12, 1988. Other improvements included higher employer contributions to Extended Health Care and Dental Plans, a \$3 increase in the basic pensions to \$22 per month per year of service by May 1988 and increased allowances for meals, safety footwear and safety prescription glasses.

Index to Settlements Reported, August 1987

Employer and Location	Union	Page
Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories, Chalk River	Cdn. Labour Congress (CLC)	307
Boeing of Canada Ltd., de Havilland Aircraft Div., Toronto	Cdn. Auto Workers (CLC) (office, clerical and production empls.)	297
Camco Inc., Hamilton	Electrical Workers (UE) (CLC)	298
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence in Ontario and Quebec	Seafarers (AFL-CIO/CLC) (unlicensed personnel)	319
Cuddy Food Products Ltd., London	Food and Commercial Workers (AFL-CIO/CLC)	315
Domtar Inc. - Packaging Group, Containerboard Div., Red Rock	Cdn. Paperworkers (CLC)	296
Galco Food Products Ltd., Brampton	Food and Commercial Workers (AFL-CIO/CLC)	293
General Freezer Ltd., Woodbridge	United Steelworkers (AFL-CIO/CLC)	318
GSW Water Products Co., Fergus, Knights Industries Co. Div., Hamilton, and GSW Building Products Co., Hamilton and London	United Steelworkers (AFL-CIO/CLC) (production and office empls.)	299
Kitchener-Waterloo Hospital, Kitchener	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	321
Libbey-St. Clair Inc., Wallaceburg	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	301
Loomis Courier Service Ltd., province-wide	Railway, Transport and General Workers (CLC) (full-time and part-time drivers and warehousemen)	314
Metropolitan Toronto Zoo Board of Management	CUPE (CLC) (full-time, part-time, seasonal and temporary empls.)	304
Microtel Ltd., Brockville	Communications-Electrical Workers (CLC)	300
Nabisco Brands Canada Ltd., Christie Brown and Co. Div., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	293

Index to Settlements Reported, August 1987

Employer and Location	Union	Page
Niagara Regional Board of Commissioners of Police, St. Catharines	Police Assn. (Ind.) (uniformed empls.)	309
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (office administration group)	309
Rowntree Mackintosh Canada Ltd., Toronto	Brewery and Soft Drink Workers (NUPGE) (CLC)	294
Scarborough General Hospital	Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time office and clerical empls.)	306
St. Catharines City Corp.	CUPE (CLC) (outside empls.)	311
Thomas J. Lipton Inc., Bramalea	Grain Millers (AFL-CIO/CLC)	295
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	312
Treasury Board of Canada	Electrical Workers (IBEW) (AFL-CIO/CFL) (electronics group)	308
University of Guelph	CUPE (CLC) (trades, services and maintenance empls.)	303
University of Ottawa	University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	316
VIA Rail Canada Inc., system-wide	Railway, Transport and General Workers (CLC) (on-train empls.)	302
VIA Rail Canada Inc., system-wide	Railway, Transport and General Workers (CLC) (off-train empls.)	320
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC)	306
Waterloo Regional Municipality	CUPE (CLC) (inside and health unit empls.)	313
Wellesley Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC) (clerical empls.)	307
York Region Roman Catholic Separate School Board, Richmond Hill	CUPE (CLC) (office, clerical and technical empls. and educational assistants)	314

Index to Settlements Reported, August 1987

Employer and Location	Union	Page
York Regional Board of Commissioners of Police, Newmarket	Police Assn. (Ind.)	317
York University, Toronto	CUPE (CLC) (maintenance, services and plant operations empls.)	304

FOOD AND BEVERAGE

Galco Food Products Limited at Brampton - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1987 to May 31, 1989, covering 350 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/87</u>	<u>June 1/88</u>
	General Increases	30¢	30¢
	COLA Fold-in	30¢	
	Additional Adjustments	Merit increment removed for Grades 6 to 10	
	Grade 1	\$9.58 (\$8.98)	\$9.88
	Grade 10 (Electrician)	\$16.23 (\$15.63)	\$16.53
Cost of Living Allowance:	1¢ per 0.35 point change in the Consumer Price Index - 1981=100, using the June 1987 index as the base. Adjusted quarterly. (Basic formula is unchanged).		
Shift Premium:	Effective August 8, 1987, 0-30¢-45¢ (0-30¢-40¢). Effective June 1, 1988, 0-35¢-50¢.		
Overtime Pay:	Double-time (time and one-half) per hour worked beyond 12 consecutive hours.		
Paid Vacation:	4 weeks after 10 (11) years of service. All taxable benefits to be included prior to calculation of vacation pay (new).		
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum 26 (15) week entitlement. Benefit is based on the average weekly earnings of 20 weeks worked, including overtime, immediately prior to disability. (Previously, benefit was based on a 40-hour week.)		
	<u>Dental Plan</u> - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule.		
Pension Plan:	<u>Employer Contribution</u> - 15¢ (10¢) per hour worked for eligible employee covered by the U.F.C.W. Pension Plan. Effective June 1, 1988, 20¢.		

Nabisco Brands Canada Limited, Christie Brown and Co. Division at Toronto - Local 426, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 599 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>
	General Increases	50¢	55¢
	General Help	\$11.85 (\$11.35)	\$12.40

	<u>May 1/87</u>	<u>May 1/88</u>
Baker	\$12.66 (\$12.16)	\$13.21
Premium Pay:	\$1 (75¢) per hour worked on Sundays and Statutory Holidays for Mixers and Mixers' Helpers.	
Night Work Pay:	Effective in August 1987, 35¢ (31¢) per hour worked between 5 p.m. and 6 a.m.	
Paid Vacation:	6 weeks after 25 (26) years of service.	
Bereavement Leave:	5 (3) days' paid leave upon death of spouse.	
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1987, benefit is \$20,000 (\$15,000). Employer pays 100% of premium costs. (Previously, employee contributed \$2.40 per month.) <u>A. D. & D.</u> - Effective September 1, 1987, benefit is \$15,000 (\$9,000). <u>Vision Care</u> - Maximum claim is \$100 (\$70) every 2 years.	
Safety Shoe Allowance:	\$50 (\$43) per year.	
<u>Rowntree Mackintosh Canada Ltd., previously Laura Secord Limited at Toronto - Local 304, Brewery and Soft Drink Workers (NUPGE) (CLC):</u> A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 480 employees, settled with mediation assistance. Duration of negotiations - 5 months.		
Wages:	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
Effective		
General Increases	53¢	53¢
Skilled Trades Adjustments	20¢	20¢
Group 1 (includes General Helper)	\$9.36 (\$8.83)	\$9.89
Group 5 (includes Tractor Trailer Driver)	\$12.99 (\$12.46)	\$13.52
Stationary Engineer 2nd Class	\$16.40 (\$15.67)	\$17.13
Effective	<u>Apr. 1/89</u>	<u>Oct. 1/89</u>
General Increases	40¢	25¢
Skilled Trades Adjustment	20¢	
Group 1	\$10.29	\$10.54

	<u>Apr. 1/89</u>	<u>Oct. 1/89</u>
Group 5	\$13.92	\$14.17
Stationary Engineer 2nd Class	\$17.73	\$17.98
Shift Premium:	0-40¢-45¢ (0-30¢-35¢).	
Paid Vacation:	5 weeks after 21 (22) years of service. Effective April 1, 1989, 5 weeks after 20 years.	
Health and Welfare:	<p><u>Note:</u> Employer pays 100% of premium costs. (Previously, capped at 125% of the 1985 premium costs for each benefit.)</p> <p><u>Life Insurance</u> - Benefit is \$20,000 (\$15,000).</p> <p><u>Weekly Indemnity</u> - Benefit is payable on a 1-1-4-72 (1-1-4-70) basis.</p> <p><u>Vision Care (new)</u> - Maximum claim is \$60 every 2 years.</p> <p><u>Dental Plan</u> - Coverage is based on the previous year's (1984) Ontario Dental Association fee schedule.</p>	
Meal Allowance:	\$7 (\$6) for Truck Driver working outside a 30-mile radius.	

Thomas J. Lipton Inc. at Bramalea - Local 327, Grain Millers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 16, 1987 to February 15, 1990, covering 220 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Feb. 16/87</u>	<u>Feb. 16/88</u>	<u>Feb. 16/89</u>
General Increases	5%	5%	61¢	5%
Job Grade 1 (includes General Labour)	\$10.43 (\$9.93)	\$10.43 (\$9.93)	\$11.04	\$11.59
Job Grade 11 (Electronic Electrician)	\$15.21 (\$14.49)	\$15.21 (\$14.49)	\$15.82	\$16.61

Shift Premium:	0-28¢-36¢ (0-26¢-33¢). 48¢ (45¢) for permanent night shift.
Lead Hand Premium:	\$1.06 (66¢) for Electronic Electrician Lead Hand.
Paid Vacation:	6 weeks after 30 years of service (new). Employee who is hospitalized during vacation period may defer vacation and receive full sickness benefits (new).
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$14,000 (\$12,000). Effective February 16, 1988, \$15,000.</p> <p><u>Vision Care</u> - Maximum claim is \$60 (\$50) every 2 years.</p>

Dental Plan - Effective after August 23, 1987, coverage is based on the current year's (1985) Ontario Dental Association fee schedule. Late application limits are removed. (Previously, maximum \$100 for late claims.)

Safety Shoe Allowance: Maximum \$52 (\$47.50) per year.

Tool Allowance: \$75 (\$60) per year. \$750 (\$450) for loss of all tools due to burglary or fire.

PAPER AND ALLIED

Domtar Inc. - Packaging Group, Containerboard Division at Red Rock - Locals 255 and 528, Canadian Paperworkers (CLC): Two 36-month renewal agreements effective from May 1, 1987 to April 30, 1990, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
General Increases		25¢	45¢	4.5%
Labourer		\$14.26 (\$14.01)	\$14.71	\$15.37
Tradesman		\$18.64 (\$18.39)	\$19.09	\$19.95

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Paid Vacation: 7 weeks after 30 years of service (new).

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$25,000).

Life Insurance for Retirees - Benefit is \$4,000 (\$2,500).

Vision Care (new) - Maximum claim is \$75 per person every 2 years.

Orthopaedic Shoes (new) - Employer pays a maximum of \$50 for one pair per year, when prescribed by a physician.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Lifetime maximum orthodontic benefit is \$1,000 (\$500).

Pension Plan: Early Retirement - Employee with 20 years of service may retire at age 58 (61) with an unreduced pension.

Bridging Supplement - \$22 (\$18) per month per year of service to a maximum of 30 years.

Safety Shoe Allowance: \$30 (\$25) per pair.

TRANSPORTATION AND EQUIPMENT

Boeing of Canada Limited, de Havilland Aircraft Division at Toronto - Locals 112 and 673, Canadian Auto Workers (CLC) (office/clerical and production employees): Two 36-month renewal agreements effective from June 23, 1987 to June 22, 1990, covering 4,050 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 23/87</u>	<u>June 25/88</u>	<u>June 24/89</u>
General Increases	25¢		3%	3%
COLA Fold-in	\$1.23			
Adjustment for Skilled Trades and top Office employees			.5%	.5%
<u>Production</u> 40 hours per week				
Labourer	\$14.18 (\$12.70)	\$14.61	\$15.05	
Tool and Die Maker	\$17.52 (\$16.04)	\$18.13	\$18.76	
<u>Office/Clerical</u> 37.5 hours per week				
<u>Weekly Rates</u>				
General Duty Clerk (Group 2)	\$509.61 (\$454.10)	\$524.90	\$540.65	
Senior Process Planner (Group 12)	\$697.90 (\$642.39)	\$722.33	\$747.61	
Settlement Bonus:	\$3,000 per active employee.			
Cost of Living Allowance:	1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using 324.7 as the base. Adjusted quarterly. (Basic formula is unchanged.)			
Hours of Work:	Five 8-hour days for all employees (previously four 10-hour days for certain employees).			
Shift Premium:	0-50¢-50¢ (0-25¢-35¢).			
Health and Welfare:	<u>Life Insurance</u> - Maximum wage-related benefit is \$21,000 (\$20,000).			
	<u>Long Term Disability</u> - Effective July 1, 1987, maximum wage-related benefit is \$1,025 (\$945).			
	<u>Major Medical</u> - Maximum lifetime claim is \$30,000 (\$10,000).			

Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1988, the 1987 O.D.A. fee schedule. Effective January 1989, the 1988 O.D.A. fee schedule.

Hearing Aid - Maximum claim is \$300 every 2 (3) years.

Pension Plan: Basic Benefit - Effective January 1, 1988, \$21 (\$18) per month per year of service. Effective January 1, 1989, \$23.

Bridging Benefit - Effective January 1, 1988, \$15.50 (\$14.50) per month per year of service to a maximum 30 years. Effective January 1, 1990, \$16.50.

Current Retirees - Effective January 1, 1988, benefits increased by \$1 per month per year of service for employees retired prior to June 23, 1987. Effective January 1, 1989, an additional \$1.

ELECTRICAL PRODUCTS

Camco Inc. at Hamilton - Local 550, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 23, 1987 to April 22, 1989, covering 1,400 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 23/87</u>	<u>Apr. 23/88</u>
	General Increases	28¢	16¢
	COLA Advances	10¢	31¢
	Skilled Trades Adjustments	40¢	40¢
	Labour Grade 1 (includes Labourer)	\$11.627 (\$11.247)	\$12.097
	Labour Grade 14 (includes Tool & Die Maker)	\$14.765-\$15.018 (\$13.985-\$14.238)	\$15.635-\$15.888

Previous rates include 30¢ COLA folded into wages during the previous agreement.

Maximum rate for Tool & Die Maker is reached after 6 months.

Lump Sum Settlement Payment: \$750 per employee.

Cost of Living Allowance: 1¢ per 0.32 point increase in the Consumer Price Index - 1971=100, using the September 1987 index as the base, in excess of 10¢ in each of the first 3 quarterly adjustments and 11¢ in the last quarter. (Basic formula is unchanged. Previously no advance payments.)

Shift Premium: 0-47¢-47¢ (0-44¢-44¢). Effective April 23, 1988, 0-50¢-50¢.

Paid Vacation: 3 weeks after 4 (5) years of service, and 5 weeks after 22 (23) years. Effective April 23, 1988, 5 weeks after 21 years.

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$19,000). Effective April 23, 1988, \$21,000.

A. D. & D. - Benefit is \$16,500 (\$16,000). Effective April 23, 1988, \$17,000.

Vision Care - Maximum claim is \$60 (\$50) every 2 years.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective April 23, 1988, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$16.50 (\$15.50) per month per year of service. Annual credited service requirement is 1800 (1825) hours paid.

Safety Shoe Allowance: \$50 (\$40) per year.

Job Security: Red circling of employee's rate for 6 months in the event of transfer to a lower paid job due to the transfer of work to another location (new).

Severance Pay (new): In the event of plant closure, employee with 2 or more years of service receives 1 week's severance pay per year of service. Employee aged 55 or over with 20 years of service receives 1.5 weeks' pay per year of service.

GSW Water Products Company at Fergus, Knight Industries Company Division at Hamilton, and GSW Building Products Company at Hamilton and London - Various Locals, United Steelworkers (AFL-CIO/CLC) (production and office employees): Six 36-month renewal agreements effective from August 1, 1987 to July 31, 1990, covering 637 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 1/87</u>	<u>Aug. 1/88</u>	<u>Aug. 1/89</u>
Adjustments*		50¢	33¢	33¢
Skilled Trades Adjustments*		40¢	40¢	
<u>Fergus</u>				
Labourer		\$11.72 (\$11.72)		
Tool & Die Maker		\$15.42 (\$15.42)		

Rates reflect \$1.22 COLA folded in during the previous agreement.

* Treated as add-ons until folded into wages at the end of the contract.

Cost of Living Allowance: 1¢ per 0.15 (0.18) point change in the Consumer Price Index - 1981=100, using the July 1987 index as the base. Triggered at a 3-point increase in the CPI. Adjusted quarterly. Triggered at a 2.5-point increase above the July index in each of the second and third years. (Previously, no trigger and folded in annually.)

Shift Premium: Effective August 1, 1988, 0-55¢-55¢ (0-49¢-49¢).

Paid Vacation: Effective August 1, 1988, 5 weeks after 20 (25) years of service.

Vacation Bonus: \$80 (\$75) per week. Effective August 1, 1988, \$85. Effective August 1, 1989, \$90, except \$125 for employees with 25 years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$19,000 (\$18,000). Effective August 1, 1988, \$20,000. Effective August 1, 1989, \$21,000.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Contributory Plan at Hamilton and London - Benefit is \$16 (\$15) per month per year of service. Effective August 1, 1988, \$17. Effective August 1, 1989, \$18 and company to introduce new pension provisions.

Safety Shoe Allowance: Effective August 1, 1989, \$50 (\$40) per year.

Microtel Limited at Brockville - Local 526, Communications-Electrical Workers (CLC):
A 24-month renewal agreement effective from May 12, 1987 to May 11, 1989, covering 450 employees, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 12/87</u>	<u>May 12/88</u>
Increases		3.08% for Labour Grades A-G and 83¢ for Labour Grades H-M	4.24%
Additional Adjustments		Restructuring of wage schedule and elimination of wage ranges	
Labour Grade A (includes Assembler)		\$11.10 (\$10.23-\$10.77)	\$11.57
Labour Grade L (includes Tool and Die Maker)		\$15.20 (\$13.65-\$14.37)	\$15.84

Previously, maximum rates were reached after a maximum period of 18 months by increments of at least 5¢ per hour every 4 months.

Health and Welfare: Semi-Private Hospitalization and Extended Health Care - Employer pays \$14.57 (\$13) per month for single coverage and \$42.56 (\$36) per month for family coverage. Effective May 12, 1988, \$16.76 and \$48.94 respectively.

Dental Plan - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Employer pays \$20.92 (\$14.53) per month for single coverage and \$46.32 (\$31.47) per month for family coverage. Plan is extended to include crowns, dentures and prosthodontic services, with 50%-50% co-insurance (new). Effective May 12, 1988, the 1988 O.D.A. fee schedule. Employer pays \$21.55 per month for single coverage and \$47.71 for family coverage.

Pension Plan: Basic Benefit - \$21 (\$19) per month per year of service. Effective May 12, 1988, \$22.

Meal Allowance: \$4 (\$3) meal ticket after 1 hour of overtime. Effective May 12, 1988, \$5.

Safety Prescription Glasses: \$30 (\$26) per year. Effective May 12, 1988, \$34.

Safety Shoe Allowance: \$35 (\$32) per pair or 50% of the cost, whichever is less, for a maximum of 2 pairs per year. Effective May 12, 1988, \$38.

NON-METALLIC MINERAL PRODUCTS

Libbey-St. Clair Inc. at Wallaceburg - Local 235-G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 26, 1987 to July 25, 1990, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 26/87</u>	<u>July 26/88</u>	<u>July 26/89</u>
General Increases		30¢	37¢	43¢
Additional Adjustments		Batch & Furnace classification now in Group 8 (7)		
		<u>42 Hours Per Week</u>		
Group 1 (includes Light Labour)		\$10.28-\$11.38 (\$9.98-\$11.08)	\$10.65-\$11.75	\$11.08-\$12.18
Group 12 (includes Electrician with Certificate)		\$12.53-\$14.40 (\$12.23-\$14.10)	\$12.90-\$14.77	\$13.33-\$15.20

Maximum rate for Group 1 is reached after 6 months, and for Group 12 after five 6-month increases.

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using the May 1987 index as the base. Triggered at 5% annually. Adjusted quarterly and folded-in July 26, 1988 and 1989. (Basic formula is unchanged. Formula did not trigger.)

Paid Vacation: Effective July 26, 1989, 4 weeks after 11 (12) years of service, 5 weeks after 22 (23) years, and 6 weeks after 29 (30) years.

Bereavement Leave: Effective July 26, 1989, 2 days' paid leave upon death of grandparent (new).

Health and Welfare: Drug Plan - Effective July 26, 1989, deductibles are eliminated.
Dental Plan - Effective July 26, 1988, coverage is based on the 1987 (1983) Ontario Dental Association fee schedule. Effective July 26, 1989, the 1988 O.D.A. fee schedule.
Continuation of Benefits (new) - Employer pays 100% of premium costs for early and regular retirees and eligible dependents. Maximum lifetime claim is \$10,000 for various services and supplies, including semi-private hospital, out-of-province doctors' fees and prescription drugs. Annual deductibles are \$10 for single coverage and \$20 for family coverage.

Pension Plan: Basic Benefit - \$18.50 (\$17) per month per year of service. Effective July 26, 1988, \$20.
Bridging Benefit (new) - \$12.50 per month per year of service. Effective July 26, 1988, \$17.50. Effective July 26, 1989, \$20.
Early Retirement - Employee may retire at age 60 (62) without actuarial reduction.

TRANSPORTATION

VIA Rail Canada Inc., system-wide - Railway, Transport and General Workers (CLC) (on-train employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 500 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/87	Jan. 1/88
General Increases		3%	3%
Additional Adjustment		4-step or 7-step grid established for each classification	
Service Attendant 0-37 months		\$9.6923-\$12.1155 (\$11.7625)	\$9.9830-\$12.4788
Service Manager 0-19 months		\$15.0770-\$16.7523 (\$16.2643)	\$15.5293-\$17.2548

Shift Premium: Effective August 1, 1987, 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 3 weeks after 3 (4) years of service and 4 weeks after 9 (10) years.

Paid Maternity Leave: Maximum benefit is \$391 (\$370) per week.

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$17,500 (\$15,000).
Effective January 1, 1988, \$20,000.

Life Insurance for Retirees - Effective August 1, 1987, benefit is \$4,000 (\$3,500) for employees retiring at age 55 or older with 10 or more years of service.

Weekly Indemnity - Maximum benefit is \$391 (\$370).

Major Medical - Maximum lifetime benefit is \$32,000 (\$30,000).

Hearing Aid (new) - Maximum claim is \$200 every 2 years.

Dental Plan - Maximum annual benefit is \$1,000 (\$800).

Bilingualism
Training (new):

Employees will not be laid off or forced to take the spare board solely because they are not bilingual. Affected employee receives language training and regular wages until trained for a bilingual position.

Mileage
Allowance:

25¢ (21¢) per kilometre. Effective January 1, 1988, 28¢.

EDUCATION AND RELATED SERVICES

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 12-month renewal agreement effective from May 1, 1987 to April 30, 1988, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:

Effective	<u>May 1/87</u>
Increase	4.5% or 50¢, whichever is greater
Additional Adjustment	Maximum rate for Fire Prevention Officer is reached after 1 (3) years
Building Custodian 1	\$9.81 (\$9.31)
Electrician	\$14.25 (\$13.64)

Health and
Welfare:

Long Term Disability - Effective July 1, 1987, a one-time adjustment of 2% for each year of disability since July 1, 1983 to a maximum of 4% for employees on LTD benefits for more than 2 years.

Dental Plan - Effective March 1, 1987, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective July 1, 1987, employer pays 80% (66.66%) of premium costs. Plan is extended to include orthodontic treatments on a 50%-50% co-insurance basis with a maximum lifetime benefit of \$2,000 per person.

Athletics
Facilities
Subsidy:

Athletic fee subsidy is 75% (50%) of basic annual user fee.
Regular full-time employee with less than one year of service is now eligible for this benefit.

York University at Toronto - Local 1356, Canadian Union of Public Employees (CLC)
(maintenance, services and plant operations employees): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 238 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 1/87	May 1/88
	General Increases	5%	5%
	Cleaner I (Days)	\$9.71 (\$9.25)	\$10.20
	Trades III (includes Electrician)	\$17.16 (\$16.34)	\$18.02

Start Rates - 50¢ (10¢) less than basic hourly rate until completion of 40-days worked probationary period.

Premium Pay: 15¢ above basic hourly rate for Plumber and Electrician (new).

Shift Premium: 0-40¢-40¢ (0-30¢-30¢).

Paid Vacation: One additional week of vacation for employee whose age plus years of service equals 80 (new).

Paid Maternity Leave (new): 2 weeks at 90% of weekly wage plus an additional 15 weeks at the difference between 90% of weekly wage and UIC benefit.

Health and Welfare: OHIP - Employer pays 100% (90%) of premium costs.

Vision Care (new) - Employer pays 100% of premium costs for single coverage with a \$25 deductible. Maximum claim is \$150 every 2 years.

Dental Plan - Coverage is based on the 1987 (1985) Ontario Dental Association fee schedule.

Tool Allowance: Maximum \$50 (\$40) per year.

Metropolitan Toronto Zoo Board of Management - Local 1600, Canadian Union of Public Employees (CLC) (full-time, part-time, seasonal and temporary employees): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 280 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Jan. 1/88</u>	<u>Apr. 1/88</u>
General Increases		4.5%		4%
Additional Adjustments*			14¢-29¢ to certain top rates; existing 15¢ skilled trades premium is folded into wages	

Full-time Employees

Commissary Assistant Grade 1	\$11.49 (\$10.99)	\$11.49	\$11.95
Maintenance Man Grade 2	\$14.31 (\$13.69)	\$14.75	\$15.34

* A joint committee will study and report on the question of parity for some of the lower graded employees not later than January 31, 1988. Effective January 1, 1988, special adjustments will be made to bring their salaries in line with rates paid other Metro employees in similar jobs to a maximum cost of \$100,000 across the bargaining unit, minus the amount already allocated to the top graded employees.

Shift Premium: 44 (42¢) per hour for weekday shifts, 54¢ (52¢) per hour for weekend shifts. Effective April 1, 1988, 46¢ and 56¢ respectively.

Weekend Premium: 44¢ (42¢) per hour, if no shift premium applies. Effective April 1, 1988, 46¢.

Heavy Equipment Premium: Effective September 1, 1987, 20¢ (15¢) for each hour spent operating heavy equipment.

Paid Vacation: 5 weeks after 17 (18) years of service.

Health and Welfare: Life Insurance - Employer pays 100% of premium costs for \$5,000 coverage and 50% for coverage above \$5,000. (Unchanged, except previously capped at \$18,000 above the basic \$5,000 coverage).

Life Insurance for Early Retirees (new) - Effective September 1, 1987, benefit is \$3,000 to age 65.

Long Term Disability - Effective July 1, 1988, benefit is 75% of basic salary to a maximum of \$2,500 (\$2,000) per month for disabilities occurring on or after January 1, 1988.

Vision Care - Maximum claim is \$100 (\$50) every 2 years. Effective July 1, 1988, \$125.

Dental Plan - Plan is extended to include a restorative rider on a 50%-50% co-insurance basis to a maximum \$1,000 per person per year.

Mileage Allowance: 25¢ (22¢) per kilometre. Effective April 1, 1988, 26¢.

HEALTH AND WELFARE SERVICES

Scarborough General Hospital - Local 581, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office and clerical employees): A 24-month renewal agreement effective from June 1, 1985 to May 31, 1987, covering 252 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	June 1/85	June 1/86
General Increases		5%	5%
Clerk I		\$7,599-\$8,503 (\$7,237-\$8,098)	\$7,979-\$8,928
Medical Secretary		\$10,365-\$11,709 (\$9,871-\$11,151)	\$10,883-\$12,294

Maximum rates are reached after 2 years.

Shift Premium: Effective August 25, 1987, 45¢ (35¢) per hour, when the majority of shift hours worked are between 3 p.m. and 8 a.m.

Paid Vacation: 4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.

Paid Maternity: Maximum 15 weeks at the difference between 75% of wages and Leave (new): UIC benefit, after a 2-week waiting period.

Health and Welfare: Vision Care and Hearing Aid (new) - Employer pays 100% of premium costs. Maximum claim for glasses is \$60 per person every 2 years, and maximum lifetime claim for hearing aid is \$300 per person.

Victoria Hospital Corporation at London - Local 220, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from January 19, 1986 to January 18, 1988, covering 260 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 19/86	Jan. 19/87
General Increases		5%	4.5%
R.N.A.		\$11.08-\$11.24 (\$10.55-\$10.70)	\$11.58-\$11.80

Paid Vacation: 5 weeks after 17 (20) years of service.

Health and Welfare: Continuation of Benefits - Vacation and health and welfare benefits continue while an employee is on sick leave or is receiving Worker's Compensation for a maximum of 30 continuous calendar days' absence. (Previously, vacation and health and welfare benefits continued until accumulated sick leave credits used or for six months, whichever was greater, and while receiving Worker's Compensation benefits, until employment was terminated.)

Wellesley Hospital at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (clerical employees): A 24-month renewal agreement effective from October 1, 1986 to September 30, 1988, covering 225 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>
	Increases	5% or 50¢, whichever is greater	4.5% or 45¢, whichever is greater
	Grade 1 (File Clerk)	\$8.81-\$9.73 (\$8.31-\$9.23)	\$9.26-\$10.18
	Grade 8 (includes Maintenance Planner)	\$11.06-\$12.10 (\$10.53-\$11.52)	\$11.56-\$12.64
	Maximum rates are reached after 3 years.		
Shift Premium:	0-45¢-45¢. (Previously, \$2.45 per shift.)		
Paid Vacation:	Effective September 1, 1987, 4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.		
Paid Maternity Leave (new):	Effective October 1, 1987, maximum 15 weeks at the difference between 75% of regular salary and the sum of UIC benefit and any other earnings, after 2-week waiting period.		
Health and Welfare:	<u>Extended Health Care Plan</u> - Effective October 1, 1987, employer pays 100% (90%) of premium costs for Blue Cross semi-private coverage. Hearing aid benefit is added, to a maximum \$300 per person (new).		

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River - Local 1568, Canadian Labour Congress (CLC): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>
	General Increases	3% rounded to the nearest \$100	3% rounded to the nearest \$100
	<u>Annual Rates</u>		
	Range T2 (includes Design Detailer 2)	\$16,400-\$24,000 (\$15,900-\$23,100)	\$16,900-\$24,700
	Range T7 (includes Research/Development Technologist 7)	\$42,200-\$47,400 (\$41,000-\$45,700)	\$43,500-\$48,800

Maximum rates are reached on merit, with a minimum of \$400 for satisfactory performance. Ranges have \$100 steps.

Saturday Shift Premium:	\$4.10 (\$4) per full scheduled shift worked. Effective July 1, 1988, \$4.25.
Sunday Shift Premium:	\$10.30 (\$10) per full scheduled shift worked. Effective July 1, 1988, \$10.60.
Call-out and Pre-arranged Overtime Pay:	Minimum 4 hours at time and one-half for employee who works more than 1 hour on call-out duty or pre-arranged overtime. (Previously, minimum 3 hours at time and one-half for all hours so worked).
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. <u>Part-time Employees</u> - Now recognized as part of the bargaining unit, and receive full benefits if they work 80% of the full-time equivalent and pro-rated benefits if they work less than 80%.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Local 2228, Electrical Workers (IBEW) (AFL-CIO/CFL) (electronics group): A 24 1/2-month renewal agreement effective from August 13, 1987* to August 31, 1989, with wages retroactive from June 1, 1987, covering 1,000 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previous agreement expired May 31, 1987.

Wages:	Effective	<u>June 1/87</u>	<u>June 16/88</u>
	Increases	4%	3.7%-3.8%
	<u>Annual Rates</u>		
	EL-1	\$18,337-\$26,837 (\$17,632-\$25,805)	\$19,025-\$27,843
	EL-9	\$47,826-\$57,319 (\$45,987-\$55,114)	\$49,619-\$59,468
Shift Premium:	0-\$4.50-\$4.50 (0-\$4-\$4) per shift. Effective July 16, 1988, 0-\$4.75-\$4.75.		
Weekend Premium:	60¢ (55¢) per hour. Effective July 16, 1988, 65¢.		
Standby Pay:	\$9 (\$8) per shift. Effective July 16, 1988, \$10.		
Paid Vacation:	4 weeks after 9 (10) years of service. Effective April 1, 1988, 4 weeks after 8 years.		
Diving Duty Allowance:	\$7.50 (\$6.50) per hour with a minimum of 2 hours. Effective July 16, 1988, \$8.		
Flying Allowance:	\$75 (\$70) per month or \$7.50 (\$7) per hour for designated employees required to perform duties with equipment while in flight. Effective July 16, 1988, \$80 and \$8 respectively.		

Meal Allowance: \$5.25 (\$5) after 3 hours of overtime, \$4.75 (\$4.25) after an additional 4 hours or for 3 hours worked immediately before regular shift. Effective July 16, 1988, \$5.50 and \$5 respectively.

Sea Duty Allowance: \$5.50 (\$5) for each night at sea. Effective July 16, 1988, \$6.

Penological Factor Allowance: Maximum \$1,325 (\$1,250) per year. Effective July 16, 1988, \$1,400.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (office administration group): A 12-month renewal agreement effective from January 1, 1987 to December 31, 1987, covering 16,156 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages: Effective Jan. 1/87

General Increase \$2.90 per week + 4%

Weekly Rates
36 1/4 hours per week

Operator 2, Microfilm \$349.73-\$383.81
(\$333.38-\$366.15)

Supreme Court Reporter 1 \$652.59-\$760.33
(\$624.59-\$728.19)

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

Niagara Regional Board of Commissioners of Police at St. Catharines - Police Association (Ind.) (uniformed employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 563 employees, settled by arbitration. Duration of negotiations - 7 months.

Wages: Effective Jan. 1/87 July 1/87

General Increases 2.5% 3%

Annual Rates

Cadet III \$20,003.59 \$20,603.70
(\$19,515.69)

Constable 1st Class \$37,628.39 \$38,757.25
(\$36,710.62)

Staff Sergeant \$44,706.28 \$46,047.47
(\$43,615.88)

Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
General Increases	2.5%	3%
Additional Adjustments	*	
Cadet III	\$21,118.79	\$21,752.36
Constable 1st Class	\$39,726.18	\$40,917.97
Staff Sergeant	\$47,989.23	\$49,428.91

* Sergeant and Staff Sergeant salaries adjusted to 110% (109%) and 120.8% (118.8%) respectively of 1st Class Constable rate.

Service Pay: \$72 (\$65) for each 5 year period of continuous service.

Bereavement
Leave: 4 paid days upon death of spouse's grandparent (new).

Health and
Welfare: Life Insurance and A. D. & D. - Employer pays 75% (50%) of premium costs. Benefit is 2 times annual salary to the nearest \$1,000. (Previously, employer paid 50% of premium costs for benefit of up to \$50,000.)

Life Insurance for Early Retirees (new) - Benefit is \$2,000 after 30 years of service.

Major Medical - Maximum claim for out-of-province coverage is \$50,000 per person.

Dental Plan - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective January 1, 1988 the 1987 O.D.A. fee schedule.

Vision Care - Maximum claim is \$100 (\$80) every 2 years.

Survivor Income Benefit - Spouse receives the difference between either W.C.B., O.M.E.R.S. or C.P.P. and basic salary for up to 10 years or employee's normal retirement date, whichever comes first.

Legal Indemnification (new): Employer pays for work-related legal fees for term of this agreement.

Training Officer
Allowance (new): 31.3¢ per hour when assigned to a probationary employee during field training.

C.I.B.
Allowance (new): Eligible constable working in the Criminal Investigations Branch, receives 50% of the difference between the 1st Class Constable and Sergeant regular rate. Subsequent transfers in or out of the C.I.B. based on current eligibility.

Motorcycle
Allowance: 31.3¢ per hour assigned to motorcycle duty. (Previously, \$2 per day.)

Transfer Mileage Allowance:	22¢ (17.4¢) per kilometre.
Meal Allowance:	\$7 (\$5) after 11 consecutive hours of work, after 4 hours of work outside of immediate jurisdiction, or when working in an isolated area.
Court Allowance:	22¢ (17.4¢) per kilometre, plus appropriate meal allowance, for employee required to use own vehicle when appearing as a witness in a work-related court case outside of the Niagara Regional area.
Clothing Allowance:	Maximum \$830 (\$800) per year for plainclothes officers. Effective January 1, 1988, \$870 per year.
Cleaning Allowance:	Maximum \$135 (\$125) per year for cleaning of uniform and equipment. Effective January 1, 1988, \$140.

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC) (outside employees): A 36-month renewal agreement effective from January 1, 1987 to December 31, 1989, covering 208 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.25%	.75%	4.25%
	Grade 2 (Labourer)	\$10.93 (\$10.48)	\$11.01	\$11.48
	Grade 10 (includes Mechanic)	\$13.45 (\$12.90)	\$13.55	\$14.13
	Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>	
	General Increases*	.75%	4.25%	
	Grade 2	\$11.57	\$12.06	
	Grade 10	\$14.24	\$14.85	

* Conditional Wage Reopener if the Consumer Price Index increases by more than 6% from December 1, 1987 to November 30, 1988.

Shift Premium:	0-30¢-35¢ (0-25¢-30¢).
Paid Vacation:	5 weeks after 17 (18) years of service and 6 weeks after 28 (30) years.
Bereavement Leave:	1 day's paid leave when acting as a pall-bearer (new).
Health and Welfare:	<u>Life Insurance</u> - Benefit is 2 (1 1/2) times salary.

Life Insurance for Retirees - Benefit is \$4,000 (\$3,000).

Survivor Benefit (new) - Surviving spouse receives employee's pension benefit for 1 year.

Vision Care - Maximum claim is \$150 per person every 2 years. (Previously, \$100 per person per year.) Effective January 1, 1988, \$175.

Dental Plan - Effective January 1, 1989, orthodontic services are added with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 (new). Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$70 (\$65) per year.

Meal Allowance (new): \$4.50 after 2 or more consecutive hours of overtime.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 356 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/87	July 1/87
General Increases		3%	1%
Additional Adjustment		Paint-Truck Driver upgraded to Equipment Operator 3 (4) rate	
Labourer		\$11.97 (\$11.62)	\$12.09
Mechanic 1 (Heavy Duty Equipment)		\$15.34 (\$14.89)	\$15.49
Effective	Jan. 1/88	July 1/88	
General Increases	2%		2%
Labourer	\$12.33		\$12.58
Mechanic 1	\$15.80		\$16.12

Student Rate (new) - 94% of Labourer rate.

Shift Premium: Effective October 13, 1987, 40¢ (35¢).

Paid Vacation: Effective January 1, 1988, 5 weeks after 16 (17) years of service.

Health and Welfare: Vision Care - Effective December 1, 1987, maximum claim is \$100 (\$80) every 2 years. Effective January 1, 1988, \$120.

Continuation of Benefits for Early Retirees (new) - Effective October 13, 1987, employer pays 100% of premium costs for OHIP, semi-private hospitalization and major medical coverage up to age 65.

Safety Shoe Allowance: Effective October 13, 1987, \$55 (\$50) per year.

Pension Plan: Early Retirement - Employee may retire with full pension at age 55 (60) if age plus years of service equals 90.

Job Security (new): Current full-time employee declared surplus as a result of organizational changes, can bump to Labourer classification without having to complete the normal probationary period.

Waterloo Regional Municipality - Locals 1883A and 1883B*, Canadian Union of Public Employees (CLC) (inside and health unit employees): Two 24-month renewal agreements effective from January 1, 1987 to December 31, 1988, covering 295 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Independent Local Union covering non-medical health unit employees merged with CUPE in December 1986.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	4.5%
	<u>Annual Rates</u>		
	Clerk Typist 1 0-2 years	\$12,998-\$14,694 (\$12,498-\$14,129)	\$13,583-\$15,355
	Planner II 0-2 years	\$35,196-\$38,362 (\$33,842-\$36,887)	\$36,780-\$40,088

Standby Pay: \$74.40 (\$71.54) per week. Effective January 1, 1988, \$77.75.

Paid Vacation: Effective June 1, 1988, 6 weeks after 26 (27) years of service. Effective January 1, 1989, 5 weeks after 17 (18) years.

Health and Welfare: Long Term Disability - Effective January 1, 1988, benefit is 70% (66 2/3%) of gross salary.

Mileage and Car Allowance: Effective October 1, 1987, 22.9¢ (21.9¢) per kilometre. Effective January 1, 1988, 23.9¢. Effective December 1, 1987, minimum \$70 (\$64) per month.

Meal Allowance: \$5 (\$4.75). Effective January 1, 1988, \$5.25.

Addenda

February 1987 Settlement

SERVICES TO BUSINESS MANAGEMENT

Loomis Courier Service Ltd., province-wide - Local 457, Railway, Transport and General Workers): A 24-month renewal agreement effective from November 1, 1986 to October 31, 1988, covering 330 employees, settled with mediation assistance and ratified in February 1987. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 1/86</u>	<u>Nov. 1/87</u>
	General Increases	3.5%	4.1%
	Warehouse B	\$8.02-\$10.30 (\$7.75-\$9.95)	\$8.35-\$10.72
	Driver	\$8.38-\$12.60 (\$8.10-\$12.17)	\$8.72-\$13.12

Maximum rates are reached after 18 months.

Paid Vacation: 4 weeks after 12 (15) years of service and 5 weeks after 20 (25) years.

Safety Footwear Allowance: Maximum reimbursement of \$70 (\$60) per year.

March 1987 Settlement

EDUCATION AND RELATED SERVICES

York Region Roman Catholic Separate School Board at Richmond Hill - Local 2331, Canadian Union of Public Employees (CLC) (office, clerical and technical employees and educational assistants): A 48-month renewal agreement effective from January 1, 1987 to December 31, 1990, covering 253 employees, settled at the bargaining stage and ratified in March 1987. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>	<u>Jan. 1/88</u>
	Increase		*	
	Pay Equity Adjustments	44¢		44¢
	Clerical Level 1 (Junior Clerk-Typist)	\$7.97-\$8.91 (\$7.53-\$8.47)		
	Secretarial Level 4 (includes Head School Secretary)	\$9.95-\$11.29 (\$9.51-\$10.85)		

Effective	<u>July 1/88</u>	<u>Jan. 1/89</u>	<u>July 1/89</u>
Increases	*		*
Pay Equity Adjustment		44¢	
Effective		<u>Jan. 1/90</u>	<u>July 1/90</u>
Pay Equity Adjustment		44¢**	*

Maximum rate for Junior Clerk-Typist is reached after 3 annual increases and for Head School Secretary after 4 annual increases.

* Increases to be the same as negotiated between the Board and CUPE Local 1571 for Assistant Caretaker on July 1, 1987, 1988, 1989, and 1990.

** 44¢ per hour or the amount necessary to reach pay equity between Secretarial Level 1 and the benchmark position of Assistant Caretaker in CUPE Local 1571.

June 1987 Settlements

FOOD AND BEVERAGE

Cuddy Food Products Limited at London - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 8, 1987 to February 7, 1990, covering 320 employees, settled during a work stoppage and ratified in June 1987. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 8/87</u>	<u>Aug. 8/87</u>	<u>Feb. 8/88</u>
General Increases		25¢	20¢	20¢
Additional Adjustment	Classification groups established			
Group 1 (includes General)		\$8.90 (\$8.65)	\$9.10	\$9.30
Group 7 (includes Licensed Electrician)		\$14.25 (\$14.00)	\$14.45	\$14.65
Effective		<u>Aug. 8/88</u>	<u>Feb. 8/89</u>	<u>Aug. 8/89</u>
General Increases		25¢	20¢	30¢
Group 1		\$9.55	\$9.75	\$10.05
Group 7		\$14.90	\$15.10	\$15.40

Paid Vacation: 4 weeks after 13 (15) years of service. Effective February 8, 1988, 4 weeks after 12 years. Effective February 8, 1989, 4 weeks after 11 years.

Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1987 (1985) Ontario Dental Association fee schedule. Effective February 8, 1988, employer pays 75% (50%) of the premium costs. Effective February 8, 1989, 100%.
Pension Plan (new):	<u>Employer Contribution</u> - Effective February 8, 1988, 5¢ per hour worked to the union fund. Effective February 8, 1989, 10¢. No further increase prior to February 8, 1992.
Tool Allowance (new):	\$50 per year for skilled trades.
Safety Shoe Allowance:	\$25 (\$20) twice per year, except \$35 (\$20) twice per year for sanitation department employees.

EDUCATION AND RELATED SERVICES

University of Ottawa - University Professors (Ind.) (professors, language teachers, professional counsellors and librarians): A 36-month renewal agreement effective from May 1, 1987 to April 30, 1990, covering 925 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 3 months.

Wages:	Effective	May 1/87	May 1/88	May 1/89
Increases			.5 of the average increase in the Consumer Price index for 1987, with a minimum of 2%; plus the following increases	5%*
Professors		1.3% + \$1,000	\$1,110	
Librarians, Language Teachers		1.9% + \$745	\$822	
Counsellors		1.3% + \$813	\$903	
<u>Minimum Annual Rates</u>				
Lanugage Teacher I		\$22,148 (\$21,004)	\$22,970	\$24,119
Language Teacher V		\$35,331 (\$33,941)	\$36,153	\$37,961
Counsellor I		\$26,569 (\$24,320)	\$27,472	\$28,846
Counsellor IV		\$40,007 (\$38,691)	\$40,910	\$42,956
Librarian I		\$23,274 (\$22,109)	\$24,096	\$25,301

	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
Librarian VI	\$41,298 (\$39,767)	\$42,120	\$44,226
Lecturer	\$26,469 (\$25,142)	\$27,579	\$28,958
Assistant Professor	\$31,329 (\$28,459)	\$32,439	\$34,061
Associate Professor	\$38,227 (\$36,749)	\$39,337	\$41,304
Full Professor	\$46,517 (\$44,933)	\$47,627	\$50,008

* Conditional Wage Reopener if the average Consumer Price Index for 1987 increases by more than 5%.

Progress-Through-The-Ranks: \$1,014-\$1,630 (\$995-\$1,594) depending on occupational category.

Paid Maternity Leave: 4 (2) weeks at 100% of salary and 15 weeks at the difference between 95% of salary and and UIC benefit, for a total of 19 (17) weeks.

LOCAL ADMINISTRATION

York Regional Board of Commissioners of Police at Newmarket - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 385 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	Increases	2%-5%	1.5%-2.5%
	Constable 4th Class	\$25,254 (\$24,763)	\$25,640
	Constable 1st Class	\$38,414 (\$36,937)	\$39,001
	Detective Sergeant	\$46,943 (\$44,691)	\$48,119
	Effective	<u>Jan. 1/88</u>	<u>July 1/88</u>
	Increases	2%-4.5%	1.75%-3.95%
	Constable 4th Class	\$26,686	\$27,162
	Constable 1st Class	\$40,550	\$41,260

	<u>Jan. 1/88</u>	<u>July 1/88</u>
Detective Sergeant	\$49,063	\$51,000
Paid Voluntary Duty Assignments:	Minimum 4 (3) hours' pay at time and one-half of the First Class Constable's hourly rate. 3 hours at regular rate is paid by the applicant if the assignment is cancelled within 24 hours of commencement of assignment (new).	
Acting Pay:	A First Class Constable who is qualified for a promotion or a Sergeant or Staff Sergeant who has been in his rank for less than one year or is not qualified for a promotion, receives, in addition to his regular salary, 50% of the difference between his regular salary and the salary for the next higher rank he has been temporarily assigned to for each complete shift so assigned. A Sergeant or Staff Sergeant who has been in that rank for one year or more and is qualified for a promotion receives the salary of the higher rank he has been temporarily assigned to. (Previously, when a more senior officer was not available, an employee temporarily assigned to a higher rank for at least 7 shifts received the salary of the higher rank for all time so worked. An employee assigned to a higher rank for a period of one shift, regardless of whether a more senior officer above his rank was on duty, received the salary of such higher rank).	
Long Service Pay:	\$80 (\$60) per year after 5 years of service, \$200 (\$150) after 10 years, \$300 (\$210) after 15 years, \$400 (\$270) after 20 years, \$500 (\$330) after 25 years and \$600 (\$390) after 30 years.	
Bereavement Leave:	3 days' paid leave upon death of step-father/mother (new).	
Health and Welfare:	<u>Dental Plan</u> - Employer pays 50% of premium costs for restroative and orthodontic plan. Effective January 1, 1988, employer pays 100%. (Previously, employee paid 100%).	
Education Allowance:	\$35 (\$25) per week while attending a course at the Ontario Police College or the Canadian Police College.	
Meal and Parking Allowance:	Maximum \$9 (\$8) while on duty outside the Regional Municipality of York.	
Plainclothes Allowance:	\$950 (\$900) per year. Effective January 1, 1988, \$1,000. \$3 (\$2) a day for each day in excess of 7 days spent in plainclothes or old clothes for employees who do not receive a clothing allowance.	
Cleaning Allowance:	\$180 (\$150) per year.	

July 1987 Settlements

ELECTRICAL PRODUCTS

General Freezer Limited at Woodbridge - Local 7455, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 10, 1987 to June 9, 1989, covering 220 employees, settled with mediation assistance during a work stoppage and ratified in July 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 10/87</u>	<u>June 10/88</u>	<u>Dec. 10/88</u>
	General Increases	50¢	35¢	15¢
	Additional Adjustments	Some classification adjustments		
	Class 3 (includes Labourer)	\$9.42-\$9.57 (\$8.92-\$9.07)	\$9.77-\$9.92	\$9.92-\$10.07
	Maintenance Mechanic A	\$12.67-\$13.02 (\$12.17-\$12.52)	\$13.02-\$13.37	\$13.17-\$13.52
	Maximum rate for Labourer is reached after 3 months and for Maintenance Mechanic A after 6 months.			

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$12,000 (\$11,000). Effective June 10, 1988, \$13,000.

Dental Plan - Maximum family benefit is \$1,500 (\$1,000) per year. Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective in 1988, the 1985 O.D.A. fee schedule.

Safety Shoe Allowance: Maximum \$40 (\$35) per year.

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence in Ontario and Quebec - Seafarers (AFL-CIO/CLC) (unlicensed personnel): A 36-month renewal agreement effective from June 1, 1987 to May 31, 1990, covering 1,000 Ontario employees, settled with mediation assistance and ratified in July 1987. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 1/87</u>	<u>June 1/88</u>	<u>June 1/89</u>
	General Increases		*	*
	Additional Adjustments	Leave pay folded into rates; number of classifications reduced		
	Porter	\$10.46 (\$10.46)		
	Ordinary Seaman	\$11.22 (\$11.22)		
	Crane Operator	\$17.28 (\$17.28)		

* Increase to equal the percentage increase in the Consumer Price Index in the preceding 12 months, to a maximum 5%.

Bonus Pay:	Eliminated. (Previously, 10% of basic daily rate for each day worked over 260 days for the same company in a calendar year.)
Winter Work Pay:	\$9.40 (\$9.05) per hour. Effective June 1, 1988, \$9.80. Effective June 1, 1989, \$10.20.
Longshore Work Premium:	Time and one-half the basic rate or double time if working overtime. (Previously \$14.85 per hour.)
Cleaning Work Premium:	Time and one-half the basic rate during regular hours (unchanged), double time the basic rate (time and one-half the overtime rate) when working overtime, with a minimum of 2 hours' pay (unchanged).
Steward's Passenger Service Premium:	\$7 (\$6.92) per passenger per day and \$2.60 (\$2.53) per meal. Effective June 1, 1988, \$7.25 and \$2.70 respectively. Effective June 1, 1989, \$7.50 and \$2.80 respectively.
Health and Welfare:	OHIP - Employer contribution eliminated (previously 67¢ per day worked).
Travel Allowances:	<u>Mileage</u> - 25¢ (24¢) per kilometre. Effective June 1, 1988, 26¢. Effective June 1, 1989, 27¢. <u>Room and Meal</u> - \$8.75 (\$8.43) per meal and \$52 (\$50) per night when room and board not provided by the employer. Effective June 1, 1988, \$9.10 and \$54 respectively. Effective June 1, 1989, \$9.50 and \$56 respectively. <u>On-Leave Travel</u> - Reasonable two-way expenses and mileage allowance (previously maximum \$360 per season for two-way trip, and mileage allowance).
Clothing Allowance:	\$78 (\$75) per year for eligible Chief Cook and Second Cook. Effective June 1, 1988, \$81. Effective June 1, 1989, \$84.
Safety Shoe Allowance (new):	\$60 per year for CSA approved footwear for eligible employees.
Termination Pay:	Maximum \$600 (\$500) at termination of tour of duty. Effective June 1, 1988, \$625. Effective June 1, 1989, \$650.

VIA Rail Canada Inc., system-wide - Railway, Transport and General Workers (CLC)
(off-train employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 576 Ontario employees, settled at the conciliation officer stage and ratified in July 1987. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	3%	3%
	Additional Adjustment	7-step grid established for all clerical positions	

Jan. 1/87

Jan. 1/88

Weekly Rates

B Level (includes Junior Clerk) 0-157 (0-40) weeks	\$320.39-\$427.19 (\$364.99-\$414.75)	\$330.01-\$440.01
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Senior Sales Agent	\$592.04 (\$574.80)	\$609.81
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Hours of Work Guarantee (part-time) (new): Minimum 20 hours per week.

Shift Premium: Effective August 1, 1987, 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 3 weeks after 3 (4) years of service and 4 weeks after 9 (10) years.

Paid Maternity Leave: Maximum benefit is \$391 (\$370) per week.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$17,500 (\$15,000). Effective January 1, 1988, \$20,000.

Life Insurance for Retirees - Effective August 1, 1987, benefit is \$4,000 (\$3,500) for employees retiring at age 55 or older with 10 or more years of service.

Weekly Indemnity - Maximum benefit is \$391 (\$370).

Major Medical - Maximum lifetime benefit is \$32,000 (\$30,000).

Hearing Aid (new) - Maximum claim is \$200 every 2 years.

Dental Plan - Maximum annual benefit is \$1,000 (\$800).

Part-time Ratio (new): Maximum of one part-time employee for every 5 regular assigned positions in each terminal.

Bilingualism Training (new): Employees will not be laid off or forced to take the spare board solely because they are not bilingual. Affected employee receives language training and regular wages until trained for a bilingual position.

Mileage Allowance: 25¢ (21¢) per kilometre. Effective January 1, 1988, 28¢.

HEALTH AND WELFARE SERVICES

Kitchener-Waterloo Hospital at Kitchener - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time office and clerical employees): Two 24-month renewal agreements effective from September 7, 1986 to September 6, 1988, covering 228 employees, settled by arbitration in July 1987. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 7/86</u>	<u>Sept. 7/87</u>
	General Increases	5%	4.5%
	File Clerk	\$9.028-\$9.532 (\$8.598-\$9.078)	\$9.434-\$9.961
	Senior Secretary	\$11.128-\$11.955 (\$10.598-\$11.386)	\$11.629-\$12.493
Paid Vacation (full-time):	4 weeks after 8 (10) years of service and 5 weeks after 17 (20) years.		
Vacation Pay (part-time):	8% after 8 (10) years of service and 10% after 17 (20) years.		



Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
SEPTEMBER 1987



RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	323
September 1987 Settlements	
Paper and Allied	326
Metal Fabricating	329
Transportation Equipment	330
Electrical Products	335
Chemical and Chemical Products	335
Services to Agriculture	337
Mines	338
Transportation	340
Electric Power, Gas and Water Utilities	343
Retail Trade	344
Education and Related Services	345
Health and Welfare Services	352
Services to Business Management	353
Federal Administration	354
Provincial Administration	355
Local Administration	355
Addenda	
May 1987 Settlement	358
July 1987 Settlements	358
August 1987 Settlement	361

Highlights

Auto Assembly

Chrysler Canada Ltd. and 10,000 members of the Canadian Auto Workers union reached in late September a three-year settlement to replace existing two-year contracts which were due for renewal on September 14, 1987.

The Chrysler Canada pact, reached following a six-day strike, provided the hourly-rated and salaried employees at plants in Ajax, Etobicoke and Windsor with a number of monetary improvements, including:

- o A \$100 settlement pay for each employee;
- o A 3% base wage increase in the first year, followed by 25¢ an hour in each of the second and third years;
- o Extra allowances in the first year of 40¢ an hour for skilled trades and \$16 per week for senior office classifications;
- o Inclusion into the base rates of all but 5 cents of the present \$2.03 COLA float, with \$1.24 an hour effective in September 1987 and 74¢ a year later;
- o Retention of quarterly cost-of-living adjustments of 1¢ for each 0.1 point change in the Consumer Price Index (1981=100), with a 20¢ COLA travel from the last quarter of the previous agreement plus 1¢ from each of the 11 future quarterly adjustment to be diverted to offset some of the benefit costs;
- o Increases in all wage related health care benefits along with the upgrading of major medical, vision care and dental plans;
- o Increased employer funding of the Supplemental Unemployment, Income Maintenance, Voluntary Termination and Plant Closure benefit plans, as well as of Paid Education Leave and Paid Legal Services plans;
- o A revised six year pension agreement, with a new benefit indexing formula similar to the existing COLA clause protecting workers' wages from inflation, and automatic retirement at age 65, down from 70. The improvements will provide by October 1, 1992:
 - minimum monthly pensions for future retirees of \$36 times years of service, rather than the current \$22.05;
 - monthly pensions for "30-and-out" retirees of \$1,875, instead of the present \$1,205;
 - a 90% inflation protection of future pensions, with annual adjustments equalling to the amount needed to bring past pensions to the current level in a given year;
 - increases of up to \$7 a month in basic monthly pensions, depending on the year of retirement, for those retired before August 1987;

Urban Transit

Three September settlements applicable to over 8,200 urban transit employees included a mediated agreement between Local 113 of the Amalgamated Transit Union and the Toronto Transit Commission and Gray Coach Lines. The two-year agreement, involving 7,600 drivers and maintenance employees at the two companies, superseded their previous contract which expired June 30, 1987. The new terms included a general wage increase of 4.85% in the first year, followed by 4.3% on July 1, 1988. The second year increase will be subject to a revision if the Consumer Price Index exceeds its June 1988 level by more than 5.3%. Other improvements included:

- o Shift differentials from 35¢ an hour to 37¢ in 1987 and 39¢ in 1988;
- o Eligibility for five weeks of vacation from 18 to 17 years of service;
- o Shortage allowance from \$189 to \$210 by January 1989;
- o Life Insurance, Long Term Disability, Vision and Dental plans effective in January 1988, and
- o Allowances for safety shoes and tools, as well as meals and living expenses for eligible employees.

Identical monetary terms were extended and approved by TTC's 245 electricians represented by the Canadian Union of Public Employees in a two-year contract renewal effective April 1, 1987.

The third settlement covered 385 ATU members at the Mississauga Transit Department who ratified the contract revisions on the September 30 expiry date of the previous agreement. The new terms covered a two-year period and provided a general wage increase of 4.25% on each October 1, 1987 and 1988. Other changes included increases in premium pay, a sixth week of paid vacations after 25 years service, higher allowances for cash shortages, uniform dry cleaning, tools and safety shoes, and improvements in a number of insured health and welfare benefits.

Community Colleges

A province-wide agreement between Ontario's 22 Colleges of Applied Arts and Technology and their support staff was settled in late September. The two-year pact for the 5,630 members of the Ontario Public Service Employees Union (OPSEU), provided a general increase of 4.3% on September 1, 1987, one day after the expiry date of the previous contract. In the second year, lower paid employees received an additional 56¢ an hour, while employees at higher wage rates received a 4.4% increase.

Among other negotiated changes were higher shift premiums, four weeks of paid vacations after 9 years of service, and a \$10 increase in the safety shoe allowance. Additional health and welfare improvements produced higher life insurance and long term disability benefits and upgraded vision and dental plans, along with an increased employer share in the cost of extended health care including the vision and hearing aid benefits.

In a related development, Ontario College of Art in Toronto and the OPSEU reached a three-year agreement covering 300 part-time employees, who have been without a current contract since May 31, 1986. Under the new terms, wages for the class assistants and models were increased by 4.5% retroactively to June 1, 1986, by a further 4% in the second year and 3.5% in the third year. They also gained a paid 15-minute rest break in each 3-hour period of work and the models got an additional 5-minute break after 20 minutes of posing.

Index to Settlements Reported, September 1987

Employer and Location	Union	Page
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River	Atomic Energy Allied Council of 8 unions (AFL-CIO/CLC and CFL)	353
Babcock & Wilcox Industries Ltd., Babcock & Wilcox Canada Div., Cambridge	United Steelworkers (AFL-CIO/CLC)	329
Brant County Board of Education, Brantford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	359
Canadian Corporate Management Co. Ltd., Chromalox Canada Div., Toronto	Cdn. Auto Workers (CLC)	335
Canadian Pacific Express and Transport Ltd., Canpar Div., system-wide	Transportation Communications Union (AFL-CIO/CLC)	340
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Cdn. Auto Workers (CLC) (production, maintenance, office, clerical and engineering empls.)	331
Denison Mines Limited, Elliot Lake	United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical empls.)	339
Durham Board of Education, Oshawa	CUPE (CLC) (classroom assistants)	345
Durham Board of Education, Oshawa	Ont. Secondary School Teachers' Fed. (Ind.)	345
Essex County Board of Education, Essex	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	346
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC) (mill, woodlands and chemical operations empls.)	326
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	347
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CFL)	343
Hudson's Bay Co., Simpsons Ltd. Div., Heavy Goods Distribution Centre, Toronto	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	344
London City Board of Education	CUPE (CLC) (full-time and part-time plant operations empls.)	348
MacMillan Bloedel Ltd., Sturgeon Falls	Cdn. Paperworkers (CLC)	327

Index to Settlements Reported, September 1987

Employer and Location	Union	Page
Metropolitan Separate School Board, Toronto	Ont. Catholic Occasional Teachers' Assn. (Ind.)	358
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	340
Noranda Minerals Inc., Geco Div., Manitouwadge	Cdn. Union of Base Metal Workers (CNTU) (mine and plant empls.)	361
Ontario College of Art, Toronto	Ont. Public Service Empls. (NUPGE) (CLC) (part-time empls.)	350
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (support staff)	351
Ontario Dairy Herd Improvement Corp., province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (full-time clerical and technical empls. and field officers)	337
Ottawa City Corp.	Civic Institute of Professional Personnel (Ind.)	356
Ottawa City Corp.	CUPE (CLC) (full-time inside and outside empls.)	355
Oxford County Board of Education, Woodstock	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	348
Peel Regional Municipality, Works Dept., Brampton	CUPE (CLC) (outside empls.)	357
Provincial Schools Authority, province-wide	Provincial Schools Teachers (Ind.)	355
Rio Algom Ltd., Elliot Lake	United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical empls.)	338
Spar Aerospace Ltd., Toronto and Shirleys Bay	Employees Assn. (Ind.)	330
Spruce Falls Power and Paper Co. Ltd., Kapuskasung	Cdn. Paperworkers (CLC)	328
St. Joseph's Religious Hospitallers of Hotel Dieu, Kingston	Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time empls.)	352
Sudbury District Roman Catholic Separate School Board, Sudbury	Ont. English Catholic Teachers' Assn. (Ind.) (elementary teachers)	349

Index to Settlements Reported, September 1987

Employer and Location	Union	Page
Marxien Co. Ltd., Ajax	Cdn. Auto Workers (CLC)	358
Toronto Transit Commission and Gray Coach Lines, Toronto	Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance empls.)	342
Toronto Transit Commission	CUPE (CLC) (electrical and technical empls.)	343
Treasury Board of Canada	Air Traffic Controllers (Ind.)	360
Treasury Board of Canada	Professional Institute (Ind.) (veterinary medicine group)	354
Niroyal Chemical, Elmira	United Steelworkers (AFL-CIO/CLC)	335
University of Waterloo	CUPE (CLC) (plant operations and food services empls.)	352
Waterloo County Board of Education, Kitchener	Ont. Secondary School Teachers' Fed. (Ind.)	349

PAPER AND ALLIED

Great Lakes Forest Products Ltd. at Dryden - Locals 105 and 1323, Canadian Paper-workers (CLC) (mill, woodlands and chemical operations employees): A 36-month renewal agreement effective from September 1, 1987 to August 31, 1990, covering 897 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/87	Sept. 1/88	Sept. 1/89
General Increases		25¢	45¢	4.5%
Job Class Increment				1¢ prior to increase
Labourer		\$14.26 (\$14.01)	\$14.71	\$15.37
Electronic and Communication Electrician		\$18.69 (\$18.44)	\$19.14	\$20.00

Shift Premium: Effective September 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective September 1, 1989, 0-40¢-55¢.

Paid Vacation: Effective January 1, 1988, 5 weeks after 18 (20) years of service.

Health and Welfare: The following changes are effective October 1, 1987.

Life Insurance - Benefit is \$35,000 (\$25,000).

Life Insurance for Retirees - Benefit is \$4,000 (\$2,500) for employees who retire after October 1, 1987.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$75 per family member every 2 years.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Maximum lifetime orthodontic benefit is \$1,000 (\$500).

Pension Plan: Plan has been renegotiated for the period September 1, 1987 to the expiry date of the next collective agreement.

Early Retirement Benefit -

<u>Retirement Age</u>	<u>% of Regular Pension Benefit</u>
55	76%
56	84%
57	92%

Employee aged 58 or 59 with a minimum of 20 years of service receives \$22 per month per year of service to a maximum 30 years to age 60 (new), and thereafter receives the regular bridging benefits. Effective September 1, 1990, \$24.

Regular Bridging Benefit - \$15 (\$18) per month per year of service for employees retiring at age 60 or older, except \$18 for employee aged 61 with 20 years of service as of September 1, 1987, each to a maximum 30 years.

Safety Shoe Allowance: \$40 (\$25) per year.

MacMillan Bloedel Limited at Sturgeon Falls - Local 7135, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from May 1, 1987 to April 30, 1990, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
General Increases		25¢	45¢	4.5%
Additional Adjustments		15¢ for Head Storeman and 10¢ for Floorman in Mill Stores Dept.		
Strapper-Prime Siding (Paint Line)		\$13.32 (\$13.07)	\$13.77	\$14.39
Journeyman A		\$17.37 (\$17.12)	\$17.82	\$18.62
Machine Tender (Paper Machine)		\$17.71 (\$17.46)	\$18.16	\$18.98

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Lead Hand Premium: 25¢ per hour for Woodyard Lead Hand (new).

Paid Vacation: 6 weeks after 25 (28) years of service.

Bereavement Leave: Up to 5 consecutive days' paid leave to be taken within an 8 (6) day period.

Health and Welfare: Life Insurance - Employer pays 100% of premium costs for \$40,000 benefit. (Previously, premium costs were shared, with the employee paying 33¢ per month per \$1,000 insurance.)

Life Insurance for Retirees - Benefit is \$4,000 (\$2,500).

Vision Care (new) - Maximum claim is \$75 per family member every 2 years.

Orthopaedic Shoes (new) - Employer pays a maximum of \$50 for one pair of shoes per year, when prescribed by a physician.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Lifetime maximum orthodontic benefit is \$1,000 (\$500).

Pension Plan: Employee contributes 5% (4%) of earnings.

Early Retirement - Employee with 20 years of service may retire at age 58 (61) with full pension.

Early Retirement Bridging Supplement - \$22 (\$18) per month per year of service to a maximum of 30 years.

Safety Shoe Allowance: \$40 (\$25) per year.

Spruce Falls Power and Paper Company Ltd. at Kapuskasing - Locals 89 and 256, Canadian Paperworkers (CLC): Two 36-month renewal agreements effective from May 1, 1987 to April 30, 1990, covering 1,100 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
General Increases		25¢	45¢	4.5%
Job Class Increment				1¢ prior to increase
Labourer		\$14.26 (\$14.01)	\$14.71	\$15.37
Journeyman "A"		\$18.59 (\$18.34)	\$19.04	\$19.90
Head Machinist		\$19.51 (\$19.26)	\$19.96	\$20.86

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Health and Welfare: Life Insurance - Effective January 1, 1988, employer pays 100% of premium costs for the first \$10,000 coverage. For additional coverage, employee pays 33¢ per month per \$1,000 insurance. (Previously, total premium costs were shared between the employee and employer, with the employee paying 33¢ per month per \$1,000 insurance.)

Life Insurance for Retirees - Minimum benefit is \$4,000 (\$2,000).

Vision Care - Effective October 1, 1987, plan is extended to include contact lenses. Maximum claim is \$75 (\$45) per person every 2 years.

Chiropractic Treatment (new) - Effective October 1, 1987, benefit is \$15 per visit and up to \$25 per disability for x-rays to a maximum of \$300 per year for expenses not covered by OHIP.

Orthopaedic Shoes (new) - Effective October 1, 1987, employer pays a maximum of \$50 for one pair per year when prescribed by a physician.

Dental Plan - Effective October 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective May 1, 1988, the 1987 O.D.A. fee schedule. Effective January 1, 1988, plan is extended to include orthodontic treatment, with 50%-50% co-insurance to a lifetime maximum of \$1,000 per person. Effective May 1, 1989, the 1988 O.D.A. fee schedule.

Pension Plan:

Early Retirement - Employee with 30 years of service may retire at age 58 (60) with full pension. Employee with 15 years of service may retire at age 55 (57) with actuarial reductions of 5% (6%) per year.

Early Retirement Supplement - \$300 (\$100) per month until O.A.S. becomes payable. \$400 per month at expiration of current contract in exchange for a moratorium on pensions for the next contract year.

Safety Shoe Allowance:

Effective January 1, 1988, \$40 (\$25) per year.

METAL FABRICATING

Babcock & Wilcox Industries Ltd., Babcock & Wilcox Canada Division at Cambridge - Local 2859, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 600 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 3/87</u>	<u>Sept. 1/88</u>
General Increases		37¢	27¢
Job Class Increment		27¢ (25¢)	29¢
Job Class 2 (includes Labourer-Shop-General)		\$10.04 (\$9.65)	\$10.33
Job Class 18 (includes Machinist Tool Room)		\$14.36 (\$13.65)	\$14.97

Health and Welfare:

Life Insurance and A. D. & D. - Effective September 3, 1987, benefit is \$14,000 (\$13,000). Effective September 1, 1988, \$15,000.

Extended Health Care - Effective September 3, 1987, maximum lifetime benefit is \$35,000 (\$10,000).

Dental Plan - Effective September 3, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1988, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective September 3, 1987, \$15 (\$14) per month per year of service for employees with less than 20 years, \$16 (\$15) for 20 to 30 years and \$17 (\$16) after 30 years. Effective September 1, 1988, \$15.50, \$16.50 and \$17.50 respectively.

Safety Shoe Allowance: \$45 (\$40) per year.

TRANSPORTATION EQUIPMENT

Spar Aerospace Limited at Toronto and Shirleys Bay - Employees' Association (Ind.):
Two 27 1/2-month renewal agreements effective from September 16, 1987 to December 31, 1989, covering 227 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

* Previous agreements expired December 31, 1986.

Wages:	Effective	Sept. 16/87
	Average Increase	4.5%
	Classification Adjustments	New classifications established in certain areas with scales 8% higher than the related senior classifications
	Junior Engineering Assistant	\$21,196-\$28,678 (\$19,881-\$26,899)
	Senior Staff Engineer/M.T.S.	\$54,933-\$74,299 (\$51,524-\$69,689)
	Effective	Jan. 1/88 Jan. 1/89
	General Increases	* **

*Salaries to be adjusted at 2% above the weighted average percentage change for Engineers 1 through 6, calculated using the Pay Research Bureau Autocods, Reports on Salaries dated March 1, 1987 and August 15, 1987, Basic Sample, Table 1, Rate Measures and Comparisons - Canada, weighted by the August 15, 1987 number of employees reported in Autocods, rounded to the nearest .01%.

** Salaries to be adjusted at 1% above the weighted average rate etc. calculated by using the Autocods Reports on Salaries dated August 15, 1987 and March 1, 1988 and the March 1, 1988 number of employees.

Retroactive Pay: 2.03% retroactive to January 1, 1987 for employees on the payroll on January 1 and September 16, 1987.

Paid Vacation: 3 weeks after 1 (3) year of service for Engineer level staff.

Health and Welfare: Long Term Disability - Maximum \$4,500 (\$2,500) per month.

Vision Care - Maximum claim is \$100 (\$60) per person every 2 years.

Hearing Aid - Maximum lifetime claim is \$650 (\$500).

Dental Plan - Effective September 16, 1987, annual maximum of \$750 per person is removed. Lifetime maximum orthodontic benefit is \$1,000 (\$500). Effective January 1, 1988, \$1,500. Effective January 1, 1989, \$2,000, and 75%-25% (50%-50%) co-insurance where applicable.

Chrysler Canada Ltd. at Ajax, Etobicoke and Windsor - Locals 444, 1090, 1459 and 1498, Canadian Auto Workers (CLC) (production, maintenance, office, clerical and engineering employees): Two 36-month renewal agreements effective from September 15, 1987 to September 14, 1990, covering 10,000 employees, settled during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 15/87</u>	<u>Sept. 19/88</u>	<u>Sept. 18/89</u>
General Increases		3%	25¢ per hour or \$10 per week	25¢ per hour or \$10 per week
COLA Fold-in		\$1.24 per hour or \$49.60 per week	74¢ per hour or \$29.60 per week	
Allowance for Skilled Trades and Office Grades 12 and up		40¢ per hour or \$16 per week		
<u>Production Employees</u>				
Major Assembler		\$14.85 (\$13.21)	\$15.84	\$16.09
Electrician		\$17.72 (\$15.61)	\$18.71	\$18.96
<u>Office Employees</u> <u>Weekly Rates</u> 40 hours per week				
Grade 1		\$501.47-\$582.30 (\$438.71-\$517.18)	\$541.07-\$621.90	\$551.07-\$631.90
Grade 8 (common rate)		\$547.82-\$712.48 (\$483.71-\$643.57)	\$587.42-\$752.08	\$597.42-\$762.08
Grade 17		\$706.37-\$887.25 (\$622.11-\$797.72)	\$745.97-\$926.85	\$755.97-\$936.85

Maximum rate for Grade 1 is reached with 3% increases every 6 months and for Grades 8 through 17, with 3% increases every 6 months to top progression rates and on merit thereafter to maximum rates.

Lump Sum Settlement Payment:

\$100 per employee.

Cost of Living Allowance:

\$2.03 COLA float was generated under previous agreements. \$1.24 is folded into wages effective September 15, 1987, and 74¢ Special Canadian Adjustment is folded in September 19, 1988, leaving 5¢ as a float. 20¢ COLA Travel from the last quarter of the previous agreement is diverted to offset benefit costs.

1¢ per 0.1 point change in the Consumer Price Index - 1981=100, using the average index for May, June and July 1987 as the base. 1¢ from each quarterly adjustment, for a total of 11¢, is diverted towards benefits. (Basic formula is unchanged. Previously, a total of 9¢ was diverted.)

Bereavement Leave:

3 paid working days upon death of son/daughter-in-law (new).

Health and Welfare:

The following benefits are wage related, unless otherwise stated.

Life Insurance - Maximum benefit is \$45,500 (\$37,500).

Life Insurance for Retirees - Minimum benefit increased by \$1,000.

A. D. & D. - Maximum benefit is \$27,750 (\$18,750).

Weekly Indemnity - Maximum benefit is \$495 (\$410).

Extended Disability Benefit - Maximum benefit is \$1,710 (\$1,405) per month for employee with less than 10 years of service, paid up time-for-time and \$1,880 (\$1,545) per month for employee with 10 or more years of service; paid up to age 65.

Transition Survivor Income Benefit - Maximum \$475 (\$375) per month unreduced for surviving spouse with dependent child or for dependent child without parents. (Previously, reduced by any CPP benefit.) Health care benefits maintained for 24 months.

Bridging Survivor Income Benefit - Maximum \$475 (\$350) per month unreduced for surviving spouse. (Previously, reduced by any other benefit.) Health care benefits paid to age 65 or until spouse remarries (previously, for a maximum of 6 months).

Major Medical - Coverage provides a wide range of new services including insulin pressure injection devices once every 5 years to a maximum of \$800 (new). Semi-private coverage is provided for extended care in homes for the aged and rest homes, with rate not to exceed licensed nursing home rates (new). Services of a Registered Nurse are provided for up to 2 hours per day for home care when prescribed (new). Out-of-province coverage includes air ambulance services and attendants' fare from any location in North America to a hospital in the patient's home province (new).

Vision Care - Maximum claim for contact lenses is \$120 (\$100) every 2 years.

Dental Plan - Maximum lifetime orthodontic benefit is \$1,250 (\$1,000). Coverage is extended to include jaw realignment appliance fitted by a specialist, porcelain veneers for certain conditions and splinting (new).

Note - Common-law spouse who has maintained relationship for at least 1 (2) year is eligible for all benefits. When both spouses are employees, they are eligible for co-ordinated health care benefits (new).

Pension Plan:

Plan has been renegotiated for the period October 1, 1987 to September 30, 1993.

Future Retirees

Pension Indexing (new) - The amount of COLA paid each October will be the lesser of:

- 1) 90% of the annual increase in the Consumer Price Index from July to July.
- 2) the total COLA generated for active employees in the 4 quarters preceding July, divided by the hourly rate, including COLA, of the mid-point of a Benefit Class Code B employee.
- 3) the amount that, when added to the employee's pension benefit, would be equal to the pension benefit an active worker would receive if retiring that year.

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date and wage level as shown:

For retirements effective	Benefit
October 1, 1987	\$28.00-\$28.75 (\$22.05-\$22.80)
October 1, 1988	\$29.50-\$30.25
October 1, 1989	\$31.00-\$31.75
October 1, 1990	\$32.50-\$33.25
October 1, 1991	\$34.00-\$34.75
October 1, 1992	\$36.00-\$36.75

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date as shown:

For retirements effective	Benefit
October 1, 1987	\$1,505 (\$1,205)
October 1, 1988	\$1,575
October 1, 1989	\$1,645
October 1, 1990	\$1,715
October 1, 1991	\$1,785
October 1, 1992	\$1,875

Eligible employee who opts for early CPP benefits receives no reduction in pension supplement.

Normal Retirement Age - Automatic retirement age is 65 (70); employees aged 64 or over are allowed one more year before mandatory retirement.

Current Retirees

Basic Monthly Benefits Per Year of Service - Benefits for those who retired prior to September 1, 1979 are increased by \$3 and depending on wage level will range from \$17.90-\$18.70 (\$14.90-\$15.70). Retirements between October 1979-September 1984, receive \$1.50 increase, \$20.50-\$20.70 (\$19.00-\$19.20). Retirements between October 1984-August 1987, receive \$1, \$22.85-\$23.05 (\$21.85-\$22.05).

The above benefits will be increased as follows:

Effective		Retirement Date		
		before 1979	Oct. 79-Sept. 84	Oct. 84-Aug. 87
Oct. 88	75¢	\$18.65-\$19.45	\$21.25-\$21.45	\$23.60-\$23.80
Oct. 89	75¢	\$19.40-\$20.20	\$22.00-\$22.20	\$24.35-\$24.55
Oct. 90	80¢	\$20.00-\$21.00	\$22.80-\$23.00	\$25.15-\$25.35
Oct. 91	85¢	\$21.05-\$21.85	\$23.65-\$23.85	\$26.00-\$26.20
Oct. 92	85¢	\$21.90-\$22.70	\$24.50-\$24.70	\$26.85-\$27.05

Early Retirement "30-and-out" Special Allowance - Retirees receive the same increases as shown above.

Supplemental
Unemployment
Benefit Plan:

SUB Funding - Employer contributions per hour ranging from 22¢-34¢ (21¢-33¢) per straight time hour, 28¢-40¢ (27¢-39¢) per 1 1/2 hour, and 34¢-46¢ (33¢-45¢) per double time hour, increasing by 2¢ in the second and third contract years.

Income Maintenance
Benefit Plan:

Employer funding increased by 16.6%.

Voluntary
Termination of
Employment Plan:

Eligible employee with 20 (10) or more years of seniority, who used the 2-year S.U.B. entitlement while on long-term lay-off may elect to resign and receive a lump-sum payment ranging from \$22,200-\$39,600 (\$19,000-\$34,000), depending on length of service and any Income Maintenance Benefit received.

Plant Closure
Benefit:

Eligible employee with 5-10 years of seniority may elect to resign after 1 year on S.U.B. and U.I.C. and receive a lump sum payment of \$8,200-\$11,400 (\$7,000-\$9,800), depending on length of service.

Paid Education
Leave:

Employer funding is 1¢ (.5¢) per hour worked.

Paid Tuition
Fees:

Maximum refund for job related courses is \$750 (\$500) per year for approved courses and \$1,250 (\$1,000) per year for approved college courses.

Paid Legal
Services Plan:

Funding - Employer contributes 8¢ (3¢) per straight time hour worked.

Benefits - Coverage is extended to allow continuation of legal representation for the full scope of the case. (Previously, coverage could be exhausted before reaching conclusion.)

ELECTRICAL PRODUCTS

Canadian Corporate Management Company Limited, Chromalox Canada Division at Toronto - Local 252, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from April 29, 1987 to April 28, 1989, covering 285 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 29/87</u>	<u>Apr. 29/88</u>
	General Increases	55¢	55¢
	Additional Adjustments	Some classifica- tion adjustments	
	Group 1 (includes Assembler Class 1)	\$12.6725 (\$12.1225)	\$13.2225
	Group F (includes Electrician Class 2)	\$15.40 (\$14.85)	\$15.95

Shift Premium: 0-40¢-45¢ (0-35¢-35¢). Effective April 29, 1988, 0-45¢-50¢.

Paid Vacation: Effective April 29, 1988, 6 weeks after 25 years of service. (Previously, 6 weeks in the year of attainment of 25 years of service only and 5 weeks thereafter).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$22,000 (\$20,000).
Effective April 29, 1988, \$23,000.

Weekly Indemnity - Payable on a 1-1-4-52 (1-1-4-48) basis.

Semi-Private Hospitalization - Co-insurance factor eliminated. (Previously, 80%-20% co-insurance.)

Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective April 29, 1988, the 1987 O.D.A. fee schedule.

Pension Plan (new): Basic Benefit - \$7 per month per year of service after January 1, 1982.

Meal Allowance: \$5 (\$4) after 2 hours of overtime.

CHEMICAL AND CHEMICAL PRODUCTS

Uniroyal Chemical Limited, previously Uniroyal Limited, Uniroyal Chemical Division at Elmira - Local 13691, United Steelworkers (AFL-CIO/CLC): A 32-month renewal agreement effective from September 13, 1987* to May 12, 1990, covering 240 employees, settled with mediation assistance. Duration of negotiations - 6 months.

* Previous agreement expired May 12, 1987.

Wages:	Effective	<u>Sept. 13/87</u>	<u>May 15/88</u>	<u>May 14/89</u>
	General Increases	20¢	10¢	10¢

	<u>Sept. 13/87</u>	<u>May 15/88</u>	<u>May 14/89</u>
Additional Adjustments	4¢-15¢ to certain Technicians-Control and Development Lab.	4¢-15¢ to certain Technicians-Control and Development Lab.	3¢-15¢ to certain Technicians-Control and Development Lab.
Production Clerk	\$10.13 (\$9.93)	\$10.23	\$10.33
2nd Class Stationary Engineer	\$14.62 (\$14.42)	\$14.72	\$14.82

Previous rates reflect 86¢ COLA folded in during the previous agreement.

Cost of Living Allowance:

Three COLA Advances of 25¢ each are added to the float on September 13, 1987, May 15, 1988 and May 14, 1989.

1¢ per 0.35 point rise in the Consumer Price Index 1971=100, using the average index for March, April and May 1987 as the base. Adjusted quarterly and folded in annually. COLA advances to be recovered from quarterly adjustments during each year. (Basic formula is unchanged.)

The following changes are effective September 1, 1987, unless stated otherwise.

Health and Welfare:

Life Insurance and A. D. & D. - Benefit is \$18,000 (\$17,000). Effective June 1, 1988 \$18,500. Effective June 1, 1989, \$19,000.

Life Insurance for Retirees - Effective June 1, 1988, benefit is \$6,500 (\$6,000). Effective June 1, 1989, \$7,000.

Weekly Indemnity - Benefit is \$318 (\$255).

Vision Care and Hearing Aid - Maximum claim is \$120 (\$100) every 2 years for eyeglasses and \$500 (\$300) every 5 years for hearing aid.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective June 1, 1988, the 1986 O.D.A. fee schedule. Effective June 1, 1989, the 1987 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - Effective July 1, 1987, \$14.25 per month per year of service. Effective May 13, 1988, \$15. Effective May 13, 1989, \$16. (Previously \$12.50, \$13 or \$13.50, depending on benefit code.)

Safety Shoe Allowance:

Maximum \$55 (\$45) reimbursement per pair per year, prorated at \$4.60 (\$3.75) per month for shorter periods.

SERVICES TO AGRICULTURE

Ontario Dairy Herd Improvement Corporation, province-wide - Various Locals, Ontario Public Service Employees (NUPGE) (CLC) (full-time clerical and technical employees and field officers): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/87	Oct. 1/87	Jan. 1/88
General Increases		4%		4%
Additional Adjustments			Restructuring of wage schedule	
<u>Weekly Rates</u>				
36.25 hours per week				
Clerk 1 (includes Mail Clerk) (new)		\$279-\$308 (\$268-\$296)	\$279-\$308	\$290-\$320
<u>Annual Rates</u>				
1885 hours per year				
Programmer/Analyst		\$32,375-\$36,394 (\$31,130-\$34,994)	\$32,375-\$36,394	\$33,670-\$37,850
Maximum rates are reached on merit.				

Reporting Pay (clerical and technical employees) (new): Minimum 4 hours' pay at the regular rate for employees reporting for work without being notified in advance that no work is available.

Acting Pay: Employee temporarily assigned to a higher classification for more than 5 (10) consecutive days, receives appropriate rate for the higher classification from the first day of the assignment.

Pay for Work on Paid Holidays (clerical and technical employees) (new): Time and one-half the regular rate for all hours worked plus a day off in lieu of the holiday.

Health and Welfare: Dental Plan - Coverage is based on the current (previous) year's Ontario Dental Association fee schedule.

Continuation of Benefits - Employer continues to pay its share of premium costs for health and welfare benefits during the first 17 weeks of maternity leave and the first 12 months of L.T.D. (new).

MINES

Rio Algom Limited at Elliot Lake - Locals 5417 and 5980, United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical employees): Two 35-month renewal agreements effective from September 21, 1987* to September 1, 1990, covering 2,108** employees, settled during a work stoppage.*** Duration of negotiations - 3 1/2 months.

* Previous agreements expired September 1, 1987.

** Includes 7 employees currently on lay-off status.

*** Involved production and maintenance employees only.

Wages:

Effective Sept. 21/87

COLA fold-in 57¢

Office/Technical
Monthly Rates

Typist \$2,547
(\$2,448)

Computer Operator \$3,081
(\$2,982)

Instrument Technician 1 \$3,245
(\$3,146)

Production/Maintenance

Labourer \$15.45
(Job Class 3) (\$14.88)

Driller \$17.35 + bonus
(Job Class 13) (\$16.78 + bonus)

Electrician \$18.68
(Job Class 20) (\$18.11)

Previous rates reflect 87¢ COLA folded in during the previous agreement.

Cost of Living
Allowance:

1¢ per 0.35 point increase in the Consumer Price Index - 1961=100, using the July 1987 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)

Health and
Welfare:

Weekly Indemnity - Production/Maintenance - Effective October 1, 1987, benefit is the greater of 66.7% of Job Class 1 weekly rate or UIC benefit (new), and is currently equal to \$402 (\$325).

Weekly Indemnity - Office/ Technical - Effective October 1, 1987, benefit is the greater of 66.7% of Typist rate (new), and is currently equal to \$392 (\$325).

Long Term Disability - Production/Maintenance - Benefit is \$750 (\$700) per month. Effective September 1, 1989, \$800.

Effective September 1, 1988 and 1989, the above benefits will be increased in accordance with the COLA adjustments.

Dental Plan - Orthodontic services with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 per dependent child added (new). Coverage continues to be based on the Ontario Dental Association fee schedule back-dated 3 years.

Vision Care - Maximum claim is \$100 (\$75) every 2 years.

Severance Pay:

Production Employees - Employee laid off for reasons other than technological change who has 1 or more years of seniority may resign and choose the greater of 2 days' straight-time pay for each complete year of seniority or 5 days' pay at straight-time hourly rate (new).

Pension Plan:

Basic Benefit - \$28 (\$18) per month per year of service.

Early Retirement - Employee may elect to retire at any age after 30 years of pensionable service with full pension. (Previously, benefit was reduced in proportion to the number of years prior to normal retirement.)

Vesting - After 2 (10) years of service.

Survivor Benefit - 60% (50%) of employee's pension benefit.

Safety Shoe
Allowance (new):

Employer provides 2 pairs of rubber or 1 pair of leather boots per year. Subsequent pairs may be purchased from employer at 50% of cost.

Safety Glove
Allowance (new):

Employee may purchase safety gloves from employer at 50% of cost.

Denison Mines Limited at Elliot Lake - Locals 5762 and 5815, United Steelworkers

(AFL-CIO/CLC) (production/maintenance and office/technical employees): Two renewal agreements expiring on September 1, 1990; effective from September 20, 1987 for production/maintenance employees and from September 2, 1987 for office/technical employees, covering 1,680* employees, settled during a work stoppage.** Duration of negotiations - 3 1/2 months.

* Includes 60 employees currently on lay-off status.

** Involved production and maintenance employees only.

Wages:

Effective Sept. 20/87

COLA fold-in 57¢

Production and Maintenance

Job Class 2 \$15.26
(Surface Labourer) (\$14.69)

Job Class 20 \$18.68
(Journeyman (\$18.11)
Electrician)

Previous rates reflect 87¢ COLA folded in during the previous agreement.

Other changes are similar to those reported above for Rio Algom Limited.

TRANSPORTATION

Canadian Pacific Express and Transport Ltd., Canpar Division, system-wide - Transportation Communications Union (AFL-CIO/CLC): A 30-month renewal agreement effective from November 1, 1986 to April 30, 1989, covering 600 Ontario employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	Nov. 1/86	Nov. 1/87	Nov. 1/88
Increases		55¢ for Dockman and Warehouseman "A", 65¢ for Driver Representative and \$1.06 for Warehouseman "B" (casual)	45¢ for Dockman and Warehouseman "A" and "B" and 70¢ for Driver Representative	20¢ for Dockman and Warehouseman "A" and "B" and 30¢ for Driver Representative
Additional Adjustment		Wage grids revised		
Warehouseman "B" (Casual Employee) 0-12 months		\$6.96-\$7.83 (\$5.90-\$6.77)	\$7.41-\$8.28	\$7.61-\$8.48
Driver Representative 0-12 months*		\$10.83-\$12.12 (\$10.18-\$11.47)	\$11.53-\$12.82	\$11.83-\$13.12

* 0-18 months for employees hired on or after September 2, 1987.

Health and Welfare:

OHIP - Effective October 1, 1987, employer pays \$29.75 (\$27) per month for single coverage and \$59.50 (\$54) per month for family coverage.

Weekly Indemnity - Effective January 1, 1987, benefit is 70% of regular earnings to a maximum of \$400 (\$370).

Dental Plan - Effective January 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule.

Mississauga City Corporation, Transit Department - Local 1572, Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1987 to September 30, 1989, covering 385 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
	General Increases	4.25%	4.25%
	General Service	\$12.24 (\$11.74)	\$12.76
	Operator	\$14.88 (\$14.27)	\$15.51
	Licensed Mechanic/ Bodyman	\$15.91 (\$15.26)	\$16.59

Shift Premium
(Garage
Employees): 55¢ (50¢) per hour. Effective October 1, 1988, 60¢.

Sunday Premium:	Effective	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
	<u>Per hour</u>		
	General Employees	\$3.06 (\$2.59)	\$3.19
	Cashier	\$3.10 (\$2.59)	\$3.24
	Building & Route Service, and Mechanic's Helper	\$3.21 (\$2.59)	\$3.35
	Operator	\$3.72 (\$2.91)	\$3.88
	Licensed Mechanic	\$3.98 (\$3.19)	\$4.15

Lead Hand
Premium: Effective October 1, 1988, 45¢ (40¢) per hour.

Training Premium: Effective October 1, 1988, 50¢ (45¢) per hour.

Paid Vacation: 6 weeks after 25 years of service (new).

Health and
Welfare: Weekly Indemnity - Effective July 1, 1988, benefit is 72% of regular wages. (Previously, \$390.) Effective July 1, 1989, 75%.

Vision Care (new) - Effective January 1, 1988, maximum claim is \$100 per person every 2 years.

Hearing Aid - Effective January 1, 1988, maximum claim is \$200 every 2 years. (Previously, \$200 lifetime maximum.)

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Effective January 1, 1988, employer pays 100% of premium costs for denture coverage (new).

Continuation of Benefits (new) - Effective January 1, 1988, employer pays 50% of premium costs for health and welfare benefits for employee on maternity leave. Effective January 1, 1989, 100%.

Shortage
Allowance: Effective October 1, 1988, \$190 (\$168) per year for Cashier.

Dry Cleaning Allowance (Operators) (new): \$75 per year towards the cost of cleaning uniforms. Effective October 1, 1988, \$100.

Safety Shoe Allowance: Effective July 1, 1988, \$58 (\$55) per year. Effective July 1, 1989, \$61.

Tool Allowance: Effective October 1, 1987, \$5.65 (\$5.40) per week for mechanics and apprentices. Effective October 1, 1988, \$5.90.

Toronto Transit Commission and Gray Coach Lines at Toronto - Local 113, Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance employees): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 7,597 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>
General Increases		4.85%, except no increase to student rates	4.3%*
Wage Group 2 (includes Surface Labourer)		\$11.56-\$13.41 (\$11.03-\$12.79)	\$12.06-\$13.99
Wage Group 6 (includes Operator and Driver)		\$12.79-\$15.36 (\$12.20-\$14.65)	\$13.34-\$16.02
Wage Group 10 (includes Master Plumber)		\$15.43-\$17.93 (\$14.72-\$17.10)	\$16.09-\$18.70

Maximum rates are reached after 1 year.

* Conditional Wage Reopener if the Consumer Price Index increases by more than 5.3% above the June 1988 index.

Shift Premium: 37¢ (35¢) per hour. Effective July 1, 1988, 39¢.

Paid Vacation: Effective January 1, 1988, 5 weeks after 17 (18) years of service.

Shortage Allowance: Effective January 1, 1988, \$200 (\$189). Effective January 1, 1989, \$210.

Health and Welfare: Life Insurance - Effective January 1, 1988, benefit is \$25,000 (\$22,500) after 6 months (6 years) of service.

Long Term Disability - Additional \$50 per month per employee in receipt of benefits prior to July 1, 1987, to a maximum benefit of \$2,000 per month.

Vision Care - Effective January 1, 1988, maximum claim is \$100 (\$80) every 2 years. Effective January 1, 1989, \$125.

Dental Plan - Effective January 1, 1988, caps, crown restorations, inlays, onlays and gold fillings (excluding fixed bridge work) are added with 50%-50% co-insurance and a maximum claim of \$1,000 per year (new). Disability pensioners receive preferred rates (new). Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$38.20 (\$36.38) per year or \$74.60 (\$71.03) every 2 years.
\$41.70 (\$39.69) per year or \$81.40 (\$77.49) every 2 years for safety shoes with steel shank. Effective July 1, 1988, \$40 or \$78.15; and \$43.65 or \$85.25 respectively.

Tool Allowance: Effective January 1, 1988, 6% (5%) per year of value of required tool kit.

Meal and Living Allowances (Gray Coach Lines): \$10 (\$4.52) per day for meals and \$150 (\$40) per week for accommodation.

Toronto Transit Commission - Local 2, Canadian Union of Public Employees (CLC)
(electrical and technical employees): A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 243 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Apr. 1/87	Apr. 1/88
	General Increases	4.85%, except no increase to student rates	4.3%*
	Wage Group 3 (includes Truck Driver)	\$11.81-\$13.77 (\$11.26-\$13.13)	\$12.32-\$14.36
	Wage Group 10 (includes Electrician Grade 1)	\$17.61-\$18.07 (\$16.80-\$17.23)	\$18.37-\$18.85
	Wage Group 12 (includes C.I.S. Technician Gr. 1)	\$18.61-\$19.08 (\$17.75-\$18.20)	\$19.41-\$19.70

Maximum rates are reached after 1 year.

* Conditional Wage Reopener if the Consumer Price Index increases by more than 5.3% above the March 1988 index.

Other change are similar to those reported above for the Transit Union.

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW)
(AFL-CIO/CFL): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 225 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/87</u>	<u>Mar. 1/88</u>	<u>July 1/88</u>
General Increases		4%	1.5%	4.3%
Groundsman		\$11.72-\$13.40 (\$11.27-\$12.88)	\$11.90-\$13.60	\$12.41-\$14.18
Lineman 1st Class		\$18.05 (\$17.36)	\$18.32	\$19.11
<u>Office Employees</u>				
Weekly Rates 36 1/4 hours per week				
Grade 1 (includes General Clerk III)		\$280.97-\$313.96 (\$270.16-\$301.88)	\$285.18-\$318.67	\$297.44-\$332.37
Grade 9 Engineering Technician)		\$623.55-\$727.48 (\$599.57-\$699.50)	\$632.90-\$738.39	\$660.11-\$770.14

Maximum rates for Groundsman and General Clerk III are reached after 12 months and for Engineering Technician, after 3 years.

Paid Vacation: Effective January 1, 1988, 5 weeks after 18 (20) years of service. Effective July 1, 1988, 5 weeks after 17 years.

Health and Welfare: Vision Care - Maximum claim is \$150 (\$60) per year for active employee and every 2 years per dependent. Employer pays 100% of premium costs for the first \$60 (unchanged) and 50% of premium cost above \$60.

RETAIL TRADE

Hudson's Bay Company, Simpsons Limited Division, Heavy Goods Distribution Centre at Toronto - Local 530, Food and Commercial Workers (AFL-CIO/CLC)*
(full-time and part-time employees): Two renewal agreements expiring March 31, 1989, effective from April 1, 1987 for full-time employees and from June 14, 1987** for part-time employees, covering 600 employees, settled with mediation assistance. Duration of negotiations - 9 months.

* Previously, Canadian Brewery Workers (CLC).

Wages:	Effective	<u>Apr. 1/87/June 14/87**</u>	<u>Apr. 1/88</u>
General Increases		3.9%	4%
Additional Adjustments		\$18 per week for Engineer; wage grid for Hilift Operator revised	

Apr. 1/87/June 14/87**

Apr. 1/88

Weekly Rates

37 1/2 hours per week

Food Service

\$234-\$274

\$243-\$285

General

(\$225-\$264)

Engineer

\$611

\$635

(\$570)

Maximum rate for Food Service General is reached after 4,000 hours.

Night Premium: 40¢ (30¢) per hour.

Tool Allowance (new): Effective April 1, 1988, \$100 per year for Engineers.

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (classroom assistants): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 208 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases	\$1.25	\$1.25
	Classroom Assistant	\$9.81 (\$8.56)	\$11.06

Vacation Pay: Effective in 1988, 8% (6%) after 10 years of service and 9% after 19 years. Effective in 1989, 10% after 18 years.

Paid Holidays: Boxing Day is added for a total of 7 (6) days.

Sick Leave: 18 days per full year of employment (unchanged) with a maximum accumulation of 80 days. (Previously, unused days at June 30th did not accumulate).

Health and Welfare: Continuation of Benefits - Employer continues to share premium costs for OHIP, Extended Health, Dental Plan, Life Insurance, A. D. & D. and Long Term Disability during July and August (new).

Vision Care (new) - Effective November 1, 1987, maximum claim is \$100 per person every 2 years.

Durham Board of Education at Oshawa - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 1,130 employees, settled with mediation assistance. Duration of negotiations - 19 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	4.9%	4.9%
	Teacher-Category I 0-11 years	\$23,565-\$39,056 (\$22,464-\$37,232)	\$24,720-\$40,970
	Teacher-Category IV 0-11 years	\$27,554-\$48,752 (\$26,267-\$46,475)	\$28,904-\$51,141
	Vice-Principal 0-3 years	\$52,583-\$56,961 (\$49,577-\$53,750)	\$55,737-\$60,329
	<u>Principal</u>		
	Cartwright High School	\$56,961 (\$53,750)	\$62,153
	Other Schools 0-3 years	\$59,250-\$64,766 (\$56,482-\$61,741)	\$62,153-\$67,940

Responsibility Allowances: Increased in accordance with general salary increases.

Master's Degree Allowance: \$761 (\$725). Effective September 1, 1987, \$798.

Special Education Specialist Allowance: \$441 (\$420). Effective September 1, 1987, \$463.

Night School, Summer School and Home Instruction Rates: Increased 18.7%-18.8%. Effective September 1, 1987, increased by 4.9%.

Health and Welfare: Life Insurance - Effective November 1, 1987, maximum benefit is \$210,000 (\$180,000).

Dental Plan - Effective November 1, 1987, coverage is based on the 1987 (1985) Ontario Dental Association fee schedule. Orthodontic services added, with 50%-50% co-insurance and a maximum lifetime benefit of \$3,000 (new).

Essex County Board of Education at Essex - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 470 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.65%
	Teacher-Category D 0-4 years	\$19,590-\$26,230 (\$18,720-\$25,065)
	Teacher-Category A1 0-10 years	\$24,325-\$41,530 (\$23,245-\$39,690)

Sept. 1/87

Teacher-Category A4	\$28,715-\$50,650
0-10 years	(\$27,440-\$48,400)

Principal

fewer than 18 teachers	\$52,160-\$57,530
0-4 years	(\$49,840-\$54,975)

18 or more teachers	\$52,160-\$60,070
0-6 years	(\$49,840-\$57,400)

Responsibility, Isolation and Graduate Degree Allowances: Increased in accordance with the general salary increase.

Health and Welfare: Vision Care - Maximum claim is \$100 (\$60) every 2 years.

Continuation of Benefits - Employer pays premium costs while employee is on maternity leave (new).

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.9%
	Teacher-Category I	\$23,749-\$39,727
	0-11 years	(\$22,640-\$37,871)
	Teacher-Category IV	\$28,500-\$50,741
	0-11 years	(\$27,169-\$48,371)
	Vice-Principal	\$57,289-\$60,022
	0-2 years	(\$54,613-\$57,218)
	Supervisor	\$58,784-\$63,084
	0-2 years	(\$56,038-\$60,137)
	Principal	\$62,601-\$67,398
	0-2 years	(\$57,188-\$61,212)*
		(\$59,677-\$64,250)**

* Vocational School. Current Principals of vocational schools will be placed on year 1 of the new wage grid.

** Composite School.

Responsibility Allowances: Increased by 4.9%.

Related Experience Allowance: \$250 (\$226) per year of experience to a maximum of \$2,000 (\$1,812).

Health and
Welfare:

Vision Care - Maximum claim for eyeglasses is \$100 (\$60) every 2 years.

Hearing Aid (new) - Maximum claim is \$500 every 5 years.

Dental Plan - Coverage is based on the 1987 (1985) Ontario Dental Association fee schedule with 65%-35% (75%-25%) co-insurance.

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC)
(full-time and part-time plant operations employees): A 12-month renewal agreement effective from May 1, 1987 to April 30, 1988, covering 323 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/87</u>
	General Increase	4.4%
	Custodian	\$10.18*
	Grade 2	(\$9.76)
	Custodian	\$13.14
	Grade 8	(\$12.59)

* Rate also applies to Custodian Grade 1, part-time.

Responsibility
Allowances: Increased by \$50 per year.

Lead Hand
Premium: 35¢ (25¢).

Compassionate
Leave (new): 1 day's paid leave per year.

Oxford County Board of Education at Woodstock - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.68%
	Teacher-Level 1	\$18,784-\$25,088
	0-6 years	(\$17,944-\$23,966)
	Teacher-Level A1	\$23,726-\$39,212
	0-11 years	(\$22,665-\$37,459)
	Teacher-Level A4	\$28,067-\$50,320
	0-11 years	(\$26,812-\$48,070)

Sept. 1/87

Principal

Level D \$32,140-\$37,683
0-4 years (\$30,703-\$35,998)

Level A \$44,882-\$51,529
0-4 years (\$42,875-\$49,225)

Responsibility Allowances: Increased in accordance with the general increase except 4.76% for Principal's classroom replacement.

Health and Welfare: Dependent Life Insurance - Benefit is \$6,000 (\$5,000) for spouse and \$3,000 (\$2,000) for child.

Dental Plan - Upgraded to the equivalent of Blue Cross Plan #9.

Sudbury District Roman Catholic Separate School Board at Sudbury - Ontario English Catholic Teachers' Association (Ind.) (elementary teachers): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	Increases	4.5%-5.3%	5%
	Teacher- Category D 0-9 years	\$18,590.00-\$28,718.00 (\$17,790.00-\$27,480.00)	\$19,520.00-\$30,153.50
	Teacher- Category A1 0-11 years	\$22,871.00-\$39,085.00 (\$21,886.25-\$37,401.75)	\$24,015.75-\$41,038.25
	Teacher- Category A4 0-11 years	\$27,814.00-\$49,423.50 (\$26,414.50-\$46,935.00)	\$29,206.00-\$51,893.50

Responsibility Allowances: Increased by 5.5%.

Paid Preparation Time (new): 100 minutes per week. Effective September 1, 1988, 130 minutes per week for single grades and 150 minutes per week for double grades.

Health and Welfare: Vision Care - Maximum claim is \$115 (\$50) every 2 years.

Convention Allowance: \$110 (\$76) per day for overnight accommodation and \$33 (\$29) per day for meals.

Waterloo County Board of Education at Kitchener - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,116 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.4%	1.9%
	Teacher-Category 1 0-10 years	\$23,358-\$39,831 (\$22,374-\$38,152)	\$23,802-\$40,587
	Teacher-Category 4 0-10 years	\$28,618-\$50,187 (\$27,411-\$48,072)	\$29,162-\$51,141
	Vice-Principal and Co-ordinator 0-4 years	\$56,238-\$60,264 (\$53,868-\$57,724)	\$57,307-\$61,409
	Principal 0-4 years	\$62,348-\$67,589 (\$59,720-\$64,740)	\$63,532-\$68,873

Effective	<u>June 1/88</u>	<u>Sept. 1/88</u>
General Increases	.275%	4.25%
Teacher-Category 1	\$23,867-\$40,699	\$24,881-\$42,429
Teacher-Category 4	\$29,242-\$51,282	\$30,485-\$53,461
Vice-Principal and Co-ordinator	\$57,465-\$61,578	\$59,907-\$64,195
Principal	\$63,707-\$69,062	\$66,415-\$71,997

Responsibility Allowances: Increased in accordance with the general salary increases.

Cost of Living Allowance: 1% per 1% change in the Consumer Price Index from August 1987 to August 1988, triggered at 4.25% (3%) and capped at 8% (6%). Payable as a lump sum in October 1988.

Education Leave: \$140 (\$130) credit per full-time staff member. Effective September 1, 1988, \$160.

Emergency Leave (new): Maximum 2 half days per year.

Health and Welfare: Psychiatric Counselling (new) - Payable on a 50%-50% co-insurance basis for up to 10 visits.

Dental Plan - Effective September 1, 1988, employer pays 90% (75%) of premium costs.

Ontario College of Art at Toronto - Local 576, Ontario Public Service Employees (NUPGE) (CLC) (part-time employees): A 36-month renewal agreement effective from June 1, 1986 to May 31, 1989, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>	<u>June 1/88</u>
	General Increases	4.5%	4%	3.5%

	<u>June 1/86</u>	<u>June 1/87</u>	<u>June 1/88</u>
Monitor	\$5.05 (\$4.83)	\$5.25	\$5.44
Models	\$9.61 (\$9.20)	\$9.99	\$10.34
Class Assistant	\$10.77 (\$10.31)	\$11.20	\$11.59

Wage rates exclude 4% vacation pay.

Paid Rest
Periods (new):

Class Assistants and Models receive a 15-minute break in each 3-hour period. Models receive a 5-minute break after 20 minutes of posing.

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide - Various Locals, Ontario Public Service Employees (NUPGE) (CLC) (support staff): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 5,630 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Increases		4.3%	56¢ to Paybands 1-6 and Payband 7, 0-2 years; 4.4% to Payband 7, year 3 and Paybands 8-14
	Payband 1 (includes Clerk General A)	\$9.37-\$10.16 (\$8.98-\$9.74)	\$9.93-\$10.72
	Payband 14 (Systems Analyst)	\$21.53-\$23.36 (\$20.64-\$22.40)	\$22.48-\$24.39

Maximum rates are reached after 3 years.

Shift Premium: 0-40¢-55¢ (0-35¢-50¢).

Paid Vacation: 4 weeks after 9 years of service. (Previously 18 days after 9 years and 19 days after 10 years.)

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$20,000 (\$11,000).

Long Term Disability - Special adjustment for present L.T.D. recipients that increases the benefit level in accordance with the growth of the Consumer Price Index since the date of disability, offset by any previously awarded adjustments.

Extended Health Benefit Plan - Effective September 1, 1988, employer pays 100% (90%) of premium costs.

Vision Care - Effective September 1, 1988, employer pays 75% (50%) of premium costs. Maximum claim is \$200 per year per person under age 18 and \$200 every 2 years for those 18 and over. (Previously, \$100 every 2 years.)

Hearing Aid - Effective October 1, 1987, employer pays 75% (50%) of premium costs.

Dental Plan - Effective each January 1, coverage is updated to the previous year's Ontario Dental Association fee schedule. Effective September 1, 1988, orthodontic services added, with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 (new).

Safety Shoe Allowance: \$65 (\$55) per year.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 12-month renewal agreement effective from July 1, 1987 to June 30, 1988, covering 390 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 1/87	June 26/88
General Increases		5%	1%
Skilled Trades Adjustment		10¢	
Food Service Assistant		\$8.61 (\$8.20)	8.70
Custodian 1		\$10.50 (\$10.00)	\$10.61
Electrician		\$14.04 (\$13.27)	\$14.18

Overtime Pay: Employee may request time off in lieu of premium pay (new).

Paid Vacation: 5 weeks plus 1 day after 19 years of service (new).

HEALTH AND WELFARE SERVICES

St. Joseph's Religious Hospitallers of Hotel Dieu at Kingston - Local 465, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): A 36-month renewal agreement effective from October 31, 1985 to October 31, 1988, covering 365 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 31/85	Oct. 31/86	Oct. 31/87
General Increases		4.5%	4.5%	5%
Attendant 1		\$9.20-\$9.59 (\$8.80-\$9.18)	\$9.61-\$10.02	\$10.09-\$10.52

	<u>Oct. 31/85</u>	<u>Oct. 31/86</u>	<u>Oct. 31/87</u>
RNA	\$10.52-\$10.87 (\$10.07-\$10.40)	\$10.99-\$11.36	\$11.54-\$11.93
Electrician	\$12.16-\$12.65 (\$11.64-\$12.11)	\$12.71-\$13.22	\$13.35-\$13.88

Maximum rates are reached after 2 years.

Paid Vacation: Effective June 1, 1987, 4 weeks after 8 (9) years of service and 5 weeks after 17 (20) years.

Health and Welfare: Vision Care - Maximum claim is \$100 (\$60) every 2 years.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River - Atomic Energy Allied Council of 8 unions (AFL-CIO/CLC and CFL):
A 24-month renewal agreement effective from April 1, 1987 to March 31, 1989, covering 327 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	<u>Effective</u>	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
General Increases		3%	3%
Group 2 (includes Tool Crib Operator Class 2)		\$11.20 (\$10.87)	\$11.52
Group 5 (includes Stationary Engineer Class 4)		\$12.72 (\$12.35)	\$13.09
Group 11 (10) (Control Mechanic)		\$16.18 (\$15.71)	\$16.65

Shift Premium: 0-39¢-47¢ (0-38¢-46¢). Effective April 1, 1988, 0-40¢-49¢.

51¢ (50¢) per hour in lieu of shift premium for employees scheduled to work on a continuous rotating shift basis for a minimum of 6 months. Effective April 1, 1988, 53¢.

Saturday/Sunday Premium: 50¢ (47¢) per hour for regularly scheduled work on Saturday; \$1.19 (\$1.14) per hour on Sunday, plus evening and night shift premium where applicable. Effective April 1, 1988, 52¢ and \$1.23, respectively.

Call-out and Pre-arranged Overtime Pay: Minimum 4 (3) hours' pay at time and one-half the regular rate.

Sick Leave: 5 (4) days accumulative sick leave per year paid at 100% of normal straight time earnings. Effective April 1, 1988, 6 days per year, provided there has been no increase in the absence rate for the bargaining unit.

Health and Welfare: Dental Plan - 70%-30% (60%-40%) co-insurance. Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective April 1, 1988, 80%-20% co-insurance, and coverage based on the 1988 O.D.A. fee schedule.

Severance Pay: First Lay-off - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service, less any previous severance pay, to a maximum of 30 (28) weeks' pay.

Second or Subsequent Lay-off - 1 week's pay per year of service, less any previous severance pay, to a maximum of 30 (27) weeks' pay.

Upon resignation before retirement, 1/2 week's pay per year of service for employee with 10 or more years of continuous service, to a maximum of 15 weeks' pay (new).

Upon employee's death, the widow(er) or estate receives a death benefit equal to 1/2 week's pay per year of continuous service, with a minimum of 2 weeks' pay and a maximum of 15 weeks' pay (new).

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (veterinary medicine group):
A 5 1/2-month renewal agreement effective from September 14, 1987* to February 26, 1988, with wages retroactive to January 18, 1987, covering 245 Ontario employees, settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

* Previous agreement expired January 17, 1987.

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	3.5%
	Additional Adjustment	\$775 to VM-2 maximum rate prior to general increase

Annual Rates 6 levels

VM-1 (previously VS-1)	\$35,505-\$43,361 (\$34,304-\$41,895)
VM-5 (previously VS-5)	\$57,451-\$66,529 (\$55,508-\$64,279)

Shift Premium: 55¢ (50¢) when majority of shift hours worked fall between 6 p.m. and 6 a.m.

Paid Vacation: 4 weeks after 8 (9) years of service.

Standby Pay (new): 1/2 hour's regular rate of pay for each 4-hour period or portion thereof.

Meal Allowance: \$5 (\$4.50) after 3 hours of overtime and \$4.50 (\$3.50) after each additional 3 consecutive hours.

Severance Pay: First Lay-off - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service (previously to a maximum 28 weeks' pay).

Second or Subsequent Lay-off - 1 week's pay per year of service, less any previous severance pay (previously to a maximum 27 weeks' pay).

Release Due to Incapacity (new): 1 week's pay per year of service to a maximum 28 weeks when released under Section 31 of the Public Service Employment Act.

PROVINCIAL ADMINISTRATION

Provincial Schools Authority, province-wide - Provincial Schools Teachers (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.2%
	Teacher-Category E1 0-5 years	\$17,499-\$24,271 (\$16,794-\$23,293)
	Teacher-Category E4/S1 0-9 years	\$23,216-\$39,046 (\$22,280-\$37,472)
	Teacher-Category E7/S4 0-10 years	\$28,970-\$48,755 (\$27,802-\$46,790)

Note: Salary grids shown above do not include the \$1,600 (unchanged) classroom allowance for all teachers on permanent contract.

Health and Welfare: Semi-Private Hospitalization - Benefit is \$40 (\$25) per day.

Dental Plan - Maximum lifetime benefit for orthodontics is \$2,000 (\$1,000) per family member. Employer pays 100% of premium costs for denture coverage (new), with 50%-50% co-insurance to a maximum lifetime claim of \$1,000 per family member. Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

LOCAL ADMINISTRATION

Ottawa City Corporation - Local 503, Canadian Union of Public Employees (CLC)
(full-time inside and outside employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 1,642 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	4.5%
	Group 1 (includes General Labourer)	\$11.51 (\$11.07)	\$12.03
	Electrician III	\$15.63 (\$15.03)	\$16.33

Annual Rates

Clerk I	\$16,097.64-\$20,127.12 (\$15,478.58-\$19,353.10)	\$16,822.00-\$21,032.96
Administration Officer VIII	\$38,190.88-\$45,561.88 (\$36,721.88-\$43,809.48)	\$39,909.48-\$47,612.24

Maximum rate for Clerk I is reached after 6 years and for Administration Officer VIII after 5 years.

Overtime Pay: Time off in lieu of accumulated overtime to a maximum of 60 (50) hours at time and one-half or 90 (75) hours at straight time.

Paid Vacation: 4 weeks after 9 (10) years of service, and 6 weeks after 27 (28) years. Effective January 1, 1988, 3 (2) weeks after 1 year.

Bereavement Leave: 4 (3) days' paid leave upon death of spouse, child, parent, sister, brother, and grandchild and 3 (1) days for grandparent.

Paid Maternity/Adoption Leave (new): Effective January 1, 1988, 15 weeks at the difference between 93% of normal salary and UIC benefit.

Health and Welfare: Life Insurance - Benefit is \$50,000 (\$40,000).

Vision Care - Maximum claim is \$150 (\$75) every 2 years.

Extended Health Care - Effective January 1, 1988, up to \$50 (\$35) for first visit to registered clinical psychologist and \$25 (\$20) for subsequent treatment up to a maximum of \$300 (\$200) per year.

Dental Plan - Employer pays 75% of premium costs for major restorative, crowns and bridges, with 50%-50% co-insurance, maximum annual claim of \$1,000 per family member and maximum lifetime claim of \$3,000 per family member (new).

Ottawa City Corporation - Civic Institute of Professional Personnel (Ind.): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 201 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	4.5%

Jan. 1/87

Jan. 1/88

Annual Rates

Program	\$28,682.42-\$33,540.00	\$29,973.06-\$35,049.30
Director I	(\$27,579.24-\$32,249.88)	
Solicitor IV	\$58,885.58-\$64,804.00	\$61,535.50-\$67,721.16
	(\$56,620.72-\$62,312.38)	

Maximum rates are reached on merit.

Paid Vacation: Effective January 1, 1988, 4 weeks after 8 (9) years of service, and 6 weeks after 26 (28) years.

Paid Maternity/Adoption Leave (new): Effective September 2, 1987, 15 weeks at the difference between 93% of normal salary and UIC benefit.

Health and Welfare: Vision Care - Effective September 2, 1987, maximum claim is \$150 (\$75) every 2 years. Effective January 1, 1988, \$200.

Peel Regional Municipality, Works Department at Brampton - Local 3162, Canadian Union of Public Employees (CLC)* (outside employees): A 24-month renewal agreement effective from February 1, 1987 to January 31, 1989, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

* Previously, Local 636, Electrical Workers (IBEW) (AFL-CIO/CFL).

Wages:	Effective	<u>Feb. 1/87</u>	<u>Feb. 1/88</u>
	General Increases	4.5%	4.25%
	Labourer	\$11.38 (\$10.89)	\$11.86
	Licensed Mechanic "A"	\$13.41 (\$12.83)	\$13.98

Shift Premium: Effective September 28, 1987, 0-40¢-40¢ (0-37¢-37¢). Effective February 1, 1988, 0-42¢-42¢.

Health and Welfare: Life Insurance - Benefit is 2 times annual salary to a maximum of \$50,000 (\$40,000).

Dental Plan - Effective October 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective February 1, 1988, the 1987 O.D.A. fee schedule.

Clothing Allowance: \$85 (\$80) per year, pro-rated for probationary employees. Effective March 1, 1988, \$90.

Tool Allowance (Mechanics): \$145 (\$140) per year, pro-rated for probationary employees. Effective February 1, 1988, \$150.

Addenda

May 1987 Settlement

EDUCATION AND RELATED SERVICES

Metropolitan Separate School Board at Toronto - Ontario Catholic Occasional Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 367 employees, settled at the bargaining stage and ratified in May 1987. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	Increases	4.9% for Teacher without Degree; 7.1% for Teacher with Degree	4.5%
	<u>Daily Rates*</u>		
	Teacher without Degree	\$88.21 (\$84.09)	\$92.18
	Teacher with Degree	\$110.25 (\$102.96)	\$115.21

* Daily rates exclude 3% holiday pay and 4% vacation pay.

July 1987 Settlements

MISCELLANEOUS MANUFACTURING

Tarxien Co. Ltd. at Ajax - Local 1090, Canadian Auto Workers (CLC): A 22-month renewal agreement effective from July 28, 1987* to June 1, 1989, covering 225 employees, settled with mediation assistance during a work stoppage and ratified in July 1987. Duration of negotiations - 3 months.

* Previous agreement expired June 1, 1987.

Wages:	Effective	<u>July 28/87</u>	<u>June 2/88</u>
	General Increases	60¢	60¢
	Additional Adjustment	Toolshop Fitter classification added	
	Machine Operator	\$9.78-\$10.03 (\$9.18-\$9.43)	\$10.38-\$10.63
	Toolmaker	\$14.40 (\$13.80)	\$15.00

Maximum rate for Machine Operator is reached after 6 months.

Student Rate - \$8 (\$4.50) per hour.

Continuous Operations (new):

Two 12-hour shifts on Saturday and Sunday to be worked on a voluntary basis, with an additional \$2.50 per hour worked.

Health and Welfare:

Life Insurance and A. D. & D. - Benefit is \$22,000 (previously, one times annual salary). Effective June 1, 1988, \$25,000.

Vision Care - Maximum claim is \$100 (\$60) per family member every 2 years.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Pension Plan (new):

Employer Contribution - 10¢ per hour. Effective June 1, 1988, 20¢.

Prescription Safety Glasses (new):

Employer pays 100% of cost of the first pair.

Safety Shoe Allowance:

\$50 (\$45) per year. Effective June 1, 1988, \$55. Effective June 1, 1989, \$60.

Paid Union Leave:

8 paid hours per week for plant chairperson (new).

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 610 employees, settled at the bargaining stage and ratified in July 1987. Duration of negotiations - 5 months.

Wages:

Effective	<u>Sept. 1/87</u>
Increase	4.8% except 7.9% for Teacher- Category D
Teacher-Category D 0-6 years	\$19,442-\$24,929 (\$18,012-\$23,094)
Teacher-Category A1 0-10 years	\$23,143-\$39,759 (\$22,083-\$37,938)
Teacher-Category A4 0-11 years	\$27,506-\$50,404 (\$26,246-\$48,095)
Principal 0-3 years	\$55,163-\$58,423 (\$52,136-\$55,247)

Sept. 1/87

Responsibility Allowances:	Co-ordinator (County Co-ordinator)	\$5,069 (\$4,837)
	Special Education Consultant	\$3,754 (\$3,354)
	Curriculum Assistant (new)	\$3,754
	Vice-Principal 0-2 years	\$2,942-\$3,595 (\$2,807-\$3,430)
Health and Welfare:	<u>Dental Plan</u> - Coverage continues to be updated in January to the previous year's Ontario Dental Association fee schedule.	
Conference Fund:	\$55,800 (\$53,500) for the 1988 calendar year.	

FEDERAL ADMINISTRATION

Treasury Board of Canada - Air Traffic Controllers (Ind.): A 17-month renewal agreement effective from July 27, 1987* to December 31, 1988, with wages retroactive to January 1, 1987, covering 565 Ontario employees, settled by arbitration in July 1987. Duration of negotiations - 9 months.

* Previous agreement expired December 31, 1986.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	3.4%	3.4%
	<u>Annual Rates</u> <u>Operating Employees</u>		
	AI-1 11 levels	\$25,553-\$41,306* (\$24,713-\$39,948)	\$26,422-\$42,710*
	AI-4 11 levels	\$40,254-\$56,008 (\$38,930-\$54,166)	\$41,623-\$57,912
	<u>Non-Operating Employees</u>		
	AI-7 11 levels	\$51,052-\$66,679 (\$49,373-\$64,486)	\$52,788-\$68,946

* For employee hired after May 28, 1982, 10 levels, with maximum rates of \$38,155 on January 1, 1987 and \$39,452 on January 1, 1988.

Shift Premium:	\$4 (\$3) for each shift worked between 1600 and 0800 hours.
Operational Facility Premium:	Increased in accordance with general salary increases.
Paid Vacation:	Effective August 1, 1987, 4 weeks after 9 (10) years of service.

August 1987 Settlement

MINES

Noranda Minerals Inc., Geco Div., previously Noranda Inc., at Manitouwadge - Canadian Union of Base Metal Workers (CNTU) (mine and plant employees): A 36-month renewal agreement effective from August 1, 1987 to July 31, 1990, covering 403 employees, settled at the conciliation officer stage and ratified in August 1987. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Aug. 1/87</u>	<u>Aug. 1/88</u>	<u>Aug. 1/89</u>
	Increases	3.1%-6.1%	3.4%-3.6%	4.4%-4.7%
	Additional Adjustment	Minor restructuring of wage schedule		
	Category 1 (Labourer)	\$12.78 (\$12.40)	\$13.22	\$13.835
	Category 19 (Maintenance Tradesman)	\$15.87 (\$15.31)	\$16.43	\$17.155
Lump Sum Settlement Payment:	Effective August 26, 1987, \$750 per employee.			
Cost of Living Allowance:	% per % increase in the Consumer Price Index - 1971=100, from the July 1989 to July 1990 index. Triggered at 4%. (Previous formula was inoperative.)			
Shift Premium:	0-40¢-50¢ (0-32¢-42¢). Effective August 1, 1988, 0-45¢-55¢.			
Sunday Premium:	\$2.50 (\$2) per hour. Effective August 1, 1988, \$2.75.			
Overtime Pay:	Double-time (one and one-half times) the regular rate for work on a scheduled day off.			
Lead Hand Premium (Tradesmen):	80¢ above Tradesman I rate. (Previously, 40¢ above Tradesman I with ticket rate.)			
Acting Supervisor Pay (Lead Hand):	\$1.40 above Tradesman I rate. (Previously, \$1 above Tradesman I with ticket rate.)			
Paid Vacation:	3 weeks after 4 (5) years of service.			
Paid Union Leave (new):	Up to 10 days' paid leave per year for union president or designate for the purpose of conducting local union business.			
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$25,000 (\$24,000). <u>Weekly Indemnity</u> - Employer pays 75% (70%) of the premium costs. <u>Long Term Disability</u> - Effective September 1, 1987, maximum benefit is \$650 (\$600) per month.			

Dental Plan - Coverage is based on the current year's (1985) Ontario Dental Association fee schedule.

Continuation of Benefits - Benefit coverage continues for Basic Medical, Extended Health, Dental Plan and Life Insurance to age 65 for employees on voluntary early retirement.

Pension Plan:

Past Service Benefit - \$19 per month per year of service after August 1, 1966. (Previously, \$13 per month per year of service between August 1, 1966 and December 31, 1969, \$14 between January 1, 1970 and December 31, 1978 and \$15 after January 1, 1979.)

Voluntary Early Retirement Benefit (new) - \$16 per month per year of service for employee aged 60 with 20 years of service and \$150 per month to age 65 or until death, whichever occurs first.

Tool Allowance:

\$175 (\$137.80) per year for designated trades. Effective January 1, 1988, \$200.

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
OCTOBER 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR



HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	363
October 1987 Settlements	
Food and Beverage	366
Textile	366
Wood	368
Paper and Allied	369
Primary Metal	377
Metal Fabricating	378
Transportation Equipment	379
Non-Metallic Mineral Products	387
Transportation	388
Electric Power, Gas and Water Utilities	389
Retail Trade	390
Education and Related Services	391
Services to Business Management	404
Federal Administration	405
Addenda	
September 1987 Settlements	407

Highlights

Paperworkers

Five settlements ratified in October by about 3,000 members of the Canadian Paperworkers (CPU) and two other unions at five major companies, brought almost to conclusion the 1987 round of contract bargaining in the Eastern Canadian pulp and paper industry. The recent agreements continued to follow the industry pattern established earlier at Abitibi-Price Inc. The new agreements covered a three-year term and provided annual wage increases of 25¢, 45¢ and 4.5% respectively, along with higher shift premiums and improvements to existing pension plans and other benefits. Four of the five settlements were reached without work disruptions.

The Great Lakes settlement was ratified on October 9, following a 16-day work stoppage. The three-year agreement provided a first year wage increase of 25¢ per hour effective October 9, a \$500 lump sum payment in lieu of retroactivity to May 1, 1987, and second and third year increases of 45¢ and 4.5% effective on May 1, 1988 and May 1, 1989 respectively.

In addition to the base pattern items, the settlements contained specific provisions reflecting local needs, such as:

- o a short week arrangement for E. B. Eddy employees on a 7-day continuous operation, calling for an average 37 1/3-hour work week for 40 hours' pay;
- o parity adjustments of about 2.5% for St. Marys employees, bringing their wages in line with the industry standards prior to the application of the first year increase of 25¢ per hour. In addition, each of the employees, including current retirees and students, received a lump sum payment (prorated according to the length of service) from a total of \$852,325 for the entire bargaining unit.

School Teachers

Over 10,000 elementary school teachers were covered by collective agreements with seven school boards in the Metropolitan Toronto area that were renewed in October. The centrally negotiated contracts expired August 31, 1986.

The three-year renewal agreements apply to public school teachers in the Borough of East York and the Cities of Etobicoke, North York, Scarborough, Toronto and York, as well as the Metropolitan Toronto schools for the trainable retarded. The new terms provided in the initial two years a compounded salary increase of 10%, phased in each year in increments of 4% and 1% in September and January, respectively. The first year increase was also added to responsibility allowances. The contract improvements for the 1986-88 period were similar to the terms of two-year agreements accepted earlier by Metro's 8,750 secondary school teachers. In addition, the elementary teachers received a salary increase of 5.04% for the 1988-89 school year, and improvements in the health care and dental plans, along with a new preparation time provision. It guaranteed 100 minutes per week of paid time off during classroom hours in the 1988-89 school year and 120 minutes in the next year. The boards also agreed to hire additional teachers to help implement the preparation time arrangement.

Four other October settlements affected a total of 2,800 teachers in other Ontario centres whose contracts expired August 31, 1987. The new agreements provided:

- o 4.9% in salaries and responsibility allowances over one year ending August 31, 1988 for 530 elementary school teachers in Leeds and Grenville County;
- o 4.4% in salaries and responsibility allowances for 1,059 secondary school teachers in London. The one-year agreement included suspension of the cost-of-living clause, improvements in health benefits, and increased employer share in the cost of insurance premiums.
- o An average salary increase of about 4.5% for 710 elementary school teachers in Northumberland and Newcastle Counties in the first year of a two-year agreement. The second year increase is conditional on the rise in the Consumer Price Index. Benefit improvements included the doubling of life insurance coverage to two times annual salary, a new transfer allowance of \$750 for Principals and Vice-Principals, and paid preparation time of 60 minutes each week in the 1987-88 school year and 90 minutes in the following year.
- o An average salary increase of about 5% and increases in responsibility allowances for 450 English Catholic teachers at the Peterborough-Victoria-Northumberland and Newcastle Separate School Board in the first year of a two-year agreement. The second year increase is conditional on the rise in the Consumer Price Index and the salary increases at neighbouring school boards.

Index to Settlements Reported, October 1987

Employer and Location	Union	Page
Atomic Energy of Canada Ltd., CANDU Operations, Mississauga, Ont. and Montreal, Que.	Engineers Assn. (Ind.)	404
Canron Inc., Eastern Structural Div., Etobicoke	Employees Assn. (Ind.)	378
Carleton Roman Catholic Separate School Board, Nepean	Occasional Teachers' Assn. (Ind.)	408
Carleton University, Ottawa	CUPE (CLC) (graduate and undergraduate student part-time teaching assistants)	398
Chicopee Manufacturing Ltd., Kitchener	Employees Assn. (Ind.) (production and maintenance empls.)	379
DRG Inc., DRG Packaging Div., Toronto	Graphic Communications Union (AFL-CIO/CLC)	376
E. B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC) (mill empls.)	407
E. B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC), Machinists (AFL-CIO/CLC)	369
East York Borough, Metropolitan Toronto and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	391
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor - Various Locals	Cdn. Auto Workers (CLC) (hourly rated, office and clerical empls.)	380
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and Boisbriand, Que.	Cdn. Auto Workers (CLC) (hourly rated empls.)	384
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC) (mill empls.)	371
Ivaco Inc., Ivaco Rolling Mills Div., Eastern Steelcasting and Ivaco Rolling Mills, L'Orignal	United Steelworkers (AFL-CIO/CLC)	377
James River-Marathon Ltd., Mill Dept., Marathon	United Paperworkers (AFL-CIO/CLC)	372
Jane Parker Bakery Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	366

Index to Settlements Reported, October 1987

Employer and Location	Union	Page
Kendall Canada, Toronto	United Steelworkers (AFL-CIO/CLC) (plant and warehouse empls.)	38
Lakehead Board of Education, Thunder Bay	CUPE (CLC) (full-time and part-time empls.)	39
Leeds and Grenville County Board of Education, Brockville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	39
Loblaws Ltd., province-wide	Food and Commercial Workers (warehouse, advertising and office empls.)	39
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	39
Malette Kraft Pulp and Power, Smooth Rock Falls	Cdn. Paperworkers (CLC) (mill empls.)	37
National Research Council of Canada	Research Council Employees' Assn. (Ind.) (technical category empls.)	40
National Steel Car Ltd., Hamilton	United Steelworkers (AFL-CIO/CLC)	38
Navistar International Corp. Canada, Chatham	Cdn. Auto Workers (CLC)	38
North York Public Library Board, North York	CUPE (CLC) (full-time and part-time empls.)	40
Northern Wood Preservers Inc., Thunder Bay	Cdn. Paperworkers (CLC)	36
Northumberland and Newcastle Board of Education, Cobourg	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	39
Paperboard Industries Corp., Somerville Packaging Div., Toronto	Cdn. Paperworkers (CLC)	37
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board, Peterborough	Ont. English Catholic Teachers' Assn. (Ind.)	39
PPG Canada Inc., Glass Div., Owen Sound	Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	38
Purolator Products Ltd., Mississauga	Cdn. Auto Workers (CLC) (office and production empls.)	38
Royal Ontario Museum, Toronto	Ont. Public Service Empls. (NUPGE) (CLC)	40

Index to Settlements Reported, October 1987

Employer and Location	Union	Page
Scarborough City Public Utilities Commission, Construction-Unit #1	Utility Workers (CLC)	389
St. Marys Paper Inc., Sault Ste. Marie	Cdn. Paperworkers (CLC) (mill and office empls.)	374
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians, office, and clerical empls.)	403
Treasury Board of Canada	Foreign Service Officers (Ind.)	406
University of Western Ontario, Physical Plant Dept. and Thompson Arena, London	CUPE (CLC)	398
University of Windsor	Service Employees Intl. (AFL-CIO/CLC) (office empls.)	399
Wardair Canada Inc., system-wide	CUPE (CLC)	388
Wardair Canada Inc., system-wide	Machinists (AFL-CIO/CLC) (engineers, technicians, mechanics and maintenance empls.)	408
York University, Toronto	York University Staff Association (CCU) (office, clerical, laboratory and technical empls.)	400

FOOD AND BEVERAGE

Jane Parker Bakery Ltd. at Toronto - Local 264, Bakery and Tobacco Workers

(AFL-CIO/CLC): A 24-month renewal agreement effective from March 11, 1987 to March 7, 1989, with wages retroactive to March 8, 1987, covering 330 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Mar. 8/87</u>	<u>Oct. 4/87</u>
	General Increases	30¢	15¢
	General Help, Light Duties	\$12.21 (\$11.91)	\$12.36
	General Help	\$13.00 (\$12.70)	\$13.15
	Machinist	\$15.41 (\$15.11)	\$15.56
	Effective	<u>Mar. 13/88</u>	<u>Sept. 11/88</u>
	General Increases	30¢	35¢
	General Help, Light Duties	\$12.66	\$13.01
	General Help	\$13.45	\$13.80
	Machinist	\$15.86	\$16.21

Paid Vacation: Effective January 1, 1988, 5 weeks after 17 (18) years of service.

Health and Welfare: Long Term Disability - Effective January 1, 1988, maximum benefit is \$1,200 (\$1,000) per month. Effective January 1, 1989, \$1,400.

Vision Care (new) - Effective January 1, 1988, maximum claim per person is \$80 every 2 years, payable on an 80%-20% co-insurance basis, with a \$25 deductible for single and family coverage.

Pension Plan: Basic Benefit - Effective January 1, 1988, \$12.50 (\$11) per month per year of past and future service. Effective January 1, 1989, \$14.

Safety Shoe Allowance: Effective October 4, 1987, \$65 (\$60) per year.

TEXTILE

Kendall Canada at Toronto - Local 8505, United Steelworkers (AFL-CIO/CLC) (plant and warehouse employees): A 33-month renewal agreement effective from August 8, 1987* to May 6, 1990, with wages retroactive to May 4, 1987, covering 415 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

* Previous agreement expired May 3, 1987.

Wages:	Effective	<u>May 4/87</u>	<u>May 2/88</u>	<u>May 1/89</u>
General Increases		5%	4.5%	4.5%
Packer		\$9.28 (\$8.84)	\$9.70	\$10.14
Stores Clerk Grade 1		\$11.95-\$12.85 (\$11.38-\$12.24)	\$12.49-\$13.43	\$13.05-\$14.03
Electronic Electrician		\$15.49-\$16.63 (\$14.75-\$15.84)	\$16.19-\$17.38	\$16.92-\$18.16
Maximum rate for Store Clerk Grade 1 is reached after one 60-day and one 30-day increase and for Electronic Electrician, after two 60-day increases.				
Shift Premium:	0-45¢-45¢ (0-40¢-40¢). Effective May 2, 1988, 0-50¢-50¢.			
Hours of Work:	Three 12-hour shifts at 42 hours' pay for non-woven employees only (new).			
Paid Lunch Break (new):	20 minutes.			
Paid Holidays:	Effective May 1, 1989, 1 floating day is added for a total of 13 (12) days.			
Paid Vacation:	3 weeks after 4 (5) years of service. Effective May 2, 1988, 6 weeks after 25 (30) years. Effective May 1, 1989, 5 weeks after 18 (20) years.			
Bereavement Leave:	Effective October 8, 1987, 3 days' paid leave upon death of brother/sister-in-law (new).			
Paid Union Leave:	3 hours' paid leave per month for union stewards on afternoon shift for the purpose of attending stewards and membership meetings.			
Crown Witness Pay (new):	Summoned or subpoenaed employee receives the difference between regular daily wages and witness pay.			
Health and Welfare:	<u>Long Term Disability Plan (new)</u> - Effective October 8, 1987, employer pays 100% of premium costs. Benefit is 50% of base earnings for a maximum of 2 years, payable after exhaustion of weekly indemnity benefits. <u>Dental Plan</u> - Effective May 2, 1988, orthodontic services added, with 50%-50% co-insurance, annual deductibles of \$25 for single coverage and \$50 for family coverage and a maximum lifetime benefit of \$1,000 per person (new).			
Pension Plan:	<u>Basic Benefit</u> - \$16 (\$15) per month per year of service. Effective May 2, 1988, \$16.50. Effective May 1, 1989, \$17. Employees retiring during the term of this agreement receive \$17 per month per year of service from May 1984.			

Supplemental Early Retirement Benefit - Effective May 1, 1989, \$10 per month per year of service for employees retiring at age 55 with 10 years of service, payable to age 60.

Surviving Spouse Benefit - Benefit is 60% (50%) of employee's actuarially reduced pension.

Disability Benefit - Eligibility is age 45 (50) with 10 (15) years of service.

Vesting - After 2 years. (Previously, at age 45 with 10 years of service.)

Safety Footwear Allowance: \$65 (\$60) per year.

Safety Prescription Glasses: Maximum \$80 (\$60) every 2 years.

Severance Pay (new): 1 week's pay per year of service for employee with 5 to 14 years of service who is terminated due to the exhaustion of recall rights or plant closure. 1 1/2 weeks' pay per year of service for employee with 15 or more years, to a maximum of 26 weeks' pay.

WOOD

Northern Wood Preservers Inc. at Thunder Bay - Local 38, Canadian Paperworkers (CLC):
A 36-month renewal agreement effective from May 16, 1987 to May 15, 1990, covering 265 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	May 16/87	May 16/88	May 16/89
Increases		3% with a minimum of 37¢	3% with a minimum of 40¢	3% with a minimum of 44¢
Upgrading Adjustments		10¢-18¢ for 5 classifications		
Labour		\$12.77 (\$12.40)	\$13.17	\$13.61
Electrician/Industrial Mechanic Class A		\$16.07 (\$15.60)	\$16.55	\$17.05

Shift Premium: Effective May 16, 1988, 0-34¢-38¢ (0-33¢-37¢). Effective May 16, 1989, 0-35¢-39¢.

Paid Vacation: 4 weeks after 9 (11) years of service, 5 weeks after 17 (18) years, and 6 weeks after 22 (23) years.

Employees with 25 or more years of service receive additional vacation days as follows: 3 (2) days at age 60; 5 (4) days at age 61, 8 (5) days at age 62; 9 (6) days at age 63; and 12 (8) days at age 64.

Health and Welfare: OHIP - Employer contributes \$29.75 per month for single coverage and \$59.50 per month for family coverage (unchanged). Employer will pay any premium increase during the term of this agreement (new).

Long Term Disability - Effective May 16, 1989, maximum monthly benefit is \$1,200 (\$1,100).

Vision Care (new) - Effective January 1, 1988, maximum claim is \$60 per family member every 2 years.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Effective November 1, 1987, plan is extended to include Fissure-Seal Treatment (new).

Pension Plan (new): Effective May 6, 1989, a non-contributory plan with a basic benefit of \$20 per month per year of service.

Meal Allowance: \$8 (\$6) after 3 hours of overtime.

PAPER AND ALLIED

E. B. Eddy Forest Products Ltd. at Hull, Que. and Ottawa, Ont. - Locals 33, 34, 50 and 73, Canadian Paperworkers (CLC) and Local 412, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1987 to April 30, 1990, covering 450 Ontario employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	May 1/87	May 1/88	May 1/89
General Increases		25¢	45¢	4.5%
Labourer		\$13.38 (\$13.13)	\$13.83	\$14.45
Tradesman Class A		\$16.89 (\$16.64)	\$17.34	\$18.12

Hours of Work: Effective January 2, 1988, average 37 1/3 hours per week for 40 hours' pay (new) for employee on 7-day continuous operating schedule.

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Paid Vacation: 5 weeks after 18 (20) years of service.

Paid Holidays: Effective May 1, 1988, 1 additional floating holiday is added for a total of 14 (13) days.

Bereavement Leave: 5 (3) days' paid leave to attend the funeral of spouse or child.

Health and Welfare: Life Insurance for Retirees - Effective November 1, 1987, benefit is \$4,000 (\$2,500) for employee retiring at age 65.

Weekly Indemnity - Effective November 1, 1987, \$328 (\$318).
Effective May 1, 1988, \$338. Effective May 1, 1989, \$348.

Long Term Disability - Maximum benefit is \$1,800 (\$1,600) per month.

Supplemental Health Care - Up to \$15 per visit to a licensed chiropractor and up to \$25 per disability for x-rays, to a maximum \$300 per year (new). \$50 once per year for prescribed orthopaedic shoes (new).

Vision Care (new) - Effective January 1, 1988, employer pays 100% of premium costs. Maximum claim is \$75 per family member every 2 years.

Dental Plan - Effective November 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Maximum lifetime claim for orthodontic services is \$1,000 (\$500) per person. Unmarried dependent child, mentally or physically incapacitated, and child under 25 years of age who is not working and is wholly dependent for support, are eligible for benefits (new). Effective May 1, 1988, coverage is based on the 1987 O.D.A. fee schedule. Effective May 1, 1989, the 1988 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - For contributory service from January 1, 1966, benefit is 1.65% of average 5-year earnings multiplied by the years of pensionable service minus (1/35) of CPP/QPP for each year from January 1, 1966 to a maximum of 21/35ths. (Previously, for credited service from January 1, 1966 to December 31, 1980, 1% of 1980 earnings up to Year's Maximum Pensionable Earnings (YMPE) of \$13,100 and 1.75% above \$13,100. For credited service from January 1, 1981, 1.25% of earnings up to YMPE and 2% for earnings above YMPE).

Pension Indexing - For retirements on or after May 2, 1982, 50% of the increase in the Consumer Price Index - 1981=100, capped at 5% per year. (Previously, adjusted 5% per year).

Early Retirement - Employee aged 58 with 20 years of service (new) or aged 61 with 15 years of service (unchanged) is eligible for an unreduced pension.

Early Retirement Benefit After 20 Years of Service (new) -

<u>Retirement Age</u>	<u>% of Regular Pension Benefit</u>
55	76%
56	84%
57	92%

Employee aged 58 or 59 with a minimum of 20 years of service receives \$22 per month per year of service to a maximum 30 years to age 60 (new), and thereafter receives the regular bridging benefit. Effective May 2, 1990, \$24.

Regular Bridging Benefit - \$15 per month per year of service for employees retiring at age 60 or older, except \$18 for employee aged 61 with 20 years of service, each to a maximum 30 years.

Joint Survivor Death Benefit (new) - Employee who retires after December 31, 1987 may elect to receive an actuarially reduced pension, with surviving spouse receiving 60% of the actuarially reduced pension.

Great Lakes Forest Products Ltd. at Thunder Bay - Local 39, Canadian Paperworkers (CLC) (mill employees): A 36-month renewal agreement effective from May 1, 1987 to April 30, 1990, covering 1,450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 9/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	25¢	45¢	4.5%
	Job Class Increment	1¢ added		
	Job Class 1 (includes General Labourer)	\$14.26 (\$14.01)	\$14.71	\$15.37
	Tradesman Class A	\$18.81 (\$18.56)	\$19.26	\$20.13
Lump Sum Settlement Pay:	\$500, which includes retroactive pay.			
Shift Premium:	Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.			
Paid Vacation:	5 weeks after 18 (20) years of service.			
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$35,000 (\$25,000).			
	<u>Life Insurance for Retirees</u> - Benefit is \$4,000 (\$2,500).			
	<u>Vision Care (new)</u> - Maximum claim is \$75 per family member every 2 years.			
	<u>Dental Plan</u> - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Maximum lifetime orthodontic benefit is \$1,000 (\$500).			
Pension Plan:	<u>Early Retirement</u> - Employee with 20 years of service may retire at age 58 (60) with full pension.			
	<u>Bridging Supplement</u> - \$22 (\$18) per month per year of service to a maximum 30 years. Effective May 1, 1990, \$24.			
Safety Shoe Allowance:	\$40 (\$25) per year.			

James River-Marathon Ltd., Mill Department at Marathon - Local 548, United Paperworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1987 to May 1, 1990, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	25¢	45¢	4.5%
	Additional Adjustments	5¢-20¢ for certain classifications		
	Labourer	\$14.26 (\$14.01)	\$14.71	\$15.37
	Journeyman "A"	\$18.60 (\$18.35)	\$19.05	\$19.91

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Health and Welfare: Life Insurance and A. D. & D. - Effective November 1, 1987, benefit is \$30,000 (\$25,000).

Life Insurance for Retirees - Effective November 1, 1987, benefit is \$5,000.

Dental Plan - Effective November 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective May 1, 1988, the 1987 O.D.A. fee schedule. Effective May 1, 1989, the 1988 O.D.A. fee schedule.

Continuation of Benefits (new) - Benefit coverage for OHIP and Drug Plan continues to age 65 for employees retiring with an unreduced pension after May 1, 1987.

Pension Plan: Basic Benefit - Accrued benefit increased by 5% for employees as of January 1, 1988.

Early Retirement - Effective November 1, 1987, employee aged 60 (62) with 20 years of service may retire without actuarial reduction. Employee aged 55 with 20 years of service may retire on pension reduced by 6% per year. (Previously, reduced by 8% per year between age 57 and 62, and by 5% per year between age 55 and 57.)

Early Retirement Special Allowance (new) - Employee eligible for an unreduced pension receives a lump sum payment of 300 hours at the regular straight time rate at time of retirement, and additional lump sum payments of 182 hours' pay on each subsequent anniversary of the early retirement, up to age 65.

Normal Retirement Special Allowance (new) - Eligible employee receives a lump sum payment of 300 hours at the regular straight time rate at time of retirement.

Current Retirees - Effective January 1, 1988, benefits increased by \$35 per month. Effective January 1, 1989, \$25. Effective January 1, 1990, \$25.

Safety Shoe Allowance: Effective January 1, 1988, maximum \$75 (\$45) per year.

Safety Prescription Glasses: Effective October 7, 1987, \$35 (\$30) per year. Effective January 1, 1988, \$40. Effective January 1, 1989, \$45. Effective January 1, 1990, \$50.

Malette Kraft Pulp and Power, previously Atitibi-Price Inc. at Smooth Rock Falls - Local 32, Canadian Paperworkers (CLC) (mill employees): A 36-month renewal agreement effective from May 1, 1987 to April 30, 1990, covering 290 employees*, settled with mediation assistance. Duration of negotiations - 5 months.

* Includes 32 employees currently on lay-off status.

Wages:	Effective	May 1/87	May 1/88	May 1/89
General Increases		25¢	45¢	4.5%
Job Class Increment				Increased by 1¢ for non-mechanical employees
Labourer		\$14.26 (\$14.01)	\$14.71	\$15.37
Journeyman "A"		\$18.39 (\$18.14)	\$18.84	\$19.69

Shift Premium: Effective May 1, 1988, 60¢ (50¢). Effective May 1, 1989, 63¢.

Paid Vacation: 6 weeks after 25 (27) years of service.

Health and Welfare: Dependent Life Insurance (new) - Effective November 1, 1987, benefit is \$5,000 for spouse and \$2,000 for dependent child.

Long Term Disability - Maximum benefit is \$2,000 (\$1,800) per month.

Vision Care (new) - Effective October 24, 1987, maximum claim is \$75 every 2 years.

Dental Plan - Coverage is based on the previous year's (1985) Ontario Dental Association fee schedule.

Pension Plan: Early Retirement - Employee may retire at age 58 (61) without actuarial reduction.

Bridging Benefit - \$22 (\$18) per year after a minimum of 20 years of pensionable service, to a maximum 30 years.

Safety Shoe Allowance: Effective October 23, \$40 (\$25) per year.

St. Marys Paper Inc. at Sault Ste. Marie - Locals 47*, 67, 69** and 133, Canadian Paperworkers (CLC) (mill and office employees): Four 36-month renewal agreements effective from May 1, 1987 to April 30, 1990, covering 442 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

* Previously, Local 47, Office and Professional Employees (AFL-CIO/CLC).

** Previously, Local 69, Machinists (AFL-CIO/CLC).

Wages:	Effective	May 1/87	May 1/88	May 1/89
General Increases		25¢	45¢	4.5%
Job Class Increment				1¢ prior to increase
<u>Local 67</u>				
Labourer		\$14.26 (\$14.01)***	\$14.71	\$15.37
Journeyman "A"		\$18.39 (\$18.14)***	\$18.84	\$19.69

*** Previous rates include an increase of 2.5% on the May 1, 1984 wage rates, compounded by negotiated wage increases of 4% on November 1, 1985 and 5% on November 1, 1986, to achieve parity with members of the Canadian Paperworkers in Eastern Canada.

Lump Sum Payment:	\$852,325.59 for the bargaining unit, including retirees and students, to be divided according to length of service.
Shift Premium:	0-35¢-50¢ (0-30¢-40¢). Effective May 1, 1988, 0-35¢-55¢. Effective May 1, 1989, 0-40¢-55¢.
Paid Vacation:	Effective January 1, 1988, 5 weeks after 18 (20) years of service.
Paid Holidays:	Effective January 1, 1988, 1 floating day is added for a total of 6 (5) floating days for Local 47 and 7 (6) floating days for the other Locals.
Health and Welfare:	<u>Life Insurance for Retirees</u> - Benefit is \$4,000 (\$2,500). <u>Supplemental Health Care</u> - Up to \$15 (\$7) per visit for treatment by a licensed chiropractor for expenses not covered by OHIP, and \$50 once per year for prescribed orthopaedic shoes (new). <u>Long Term Disability</u> - Benefit is 55% (50%) of regular straight time hourly rate to a maximum of \$2,000 (\$1,500) per month for disabilities occurring on or after May 1, 1987. <u>Vision Care (new)</u> - Maximum claim is \$75 per family member every 2 years.

Dental Plan - Effective January 1, 1988, coverage is based on the 1987 (1982) Ontario Dental Association fee schedule. Maximum lifetime claim for orthodontic services is \$1,000 (\$500) per person.

Pension Plan:

Basic Benefit - Pensions are frozen at 21/35 factor and indexed at 50% of the annual rate of inflation, capped at 5% per year, for employees retiring on or after May 1, 1987 (new).

Early Retirement - Employee at age 58 (61) is eligible for unreduced pension.

Early Retirement Bridging Supplement - \$15 per month per year of service to a maximum of 30 years for retirees aged 61 or over who retired prior to May 1, 1987. \$18 per month per year of service to a maximum 30 years for employee aged 61 or over who retired on or after May 1, 1987. (Previously, \$18 per month per year of service to a maximum 30 years for employee age 61 or over.)

Employee aged 58 to 60 with a minimum 20 years of service receives \$22 per month per year of service to maximum of 30 years to age 61 (new) and thereafter receives the regular bridging benefit. Effective May 1, 1990, \$24.

Pensionable Service - Up to a maximum of 5 additional years of service is granted to those employees employed prior to 1963 when an employee's age requirement for joining the pension plan was age 30, provided they had joined the plan when they became eligible.

Safety Shoe
Allowance:

\$40 (\$25) per year.

Paperboard Industries Corp., Somerville Packaging Division, previously Somerville Belkin Industries Limited, Toronto Packaging Division at Toronto - Local 36, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 240 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:

Effective	May 1/87	May 1/88
General Increases	4.5%	5%
Carton Sorter	\$11.90 (\$11.39)	\$12.50
A-1 Electrician	\$14.75 (\$14.11)	\$15.49
Group Pressman	\$20.80 (\$19.90)	\$21.84

Shift Premium: Effective November 1, 1987, 0-70¢-80¢ (0-65¢-80¢). Effective May 1, 1988, 0-70¢-85¢.

Paid Vacation: Effective May 1, 1988, 6 weeks after 30 (35) years of service.

Health and
Welfare:

Life Insurance and A. D. & D. - Effective November 1, 1987, benefit is \$20,000 (\$17,000). Effective May 1, 1988, \$25,000.

Weekly Indemnity - Effective November 1, 1987, maximum benefit is \$285 (\$275). Effective May 1, 1988, \$295.

Long Term Disability - Effective November 1, 1987, maximum monthly benefit is \$2,000 (\$1,500). Effective May 1, 1988, benefits are payable for a maximum 104 (52) weeks.

Vision Care (new) - Effective May 1, 1988, maximum claim is \$75 per family member every 2 years.

Dental Plan - Effective November 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective May 1, 1988, the 1987 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - \$20 (\$16.50) per month per year of service.

Early Retirement Bridging Supplement - \$12 (\$4) per month per year of credited service. Employee is eligible for early retirement at age 60 (62).

Basic Benefit for Retirees of the CPU-311 Pension Plan - \$10 (\$6.50) per month per year of service. (Previously, an agreement was made with CPU Local 36 to negotiate any changes to the plan on behalf of former employees of the now closed Cartwright Avenue location.)

Safety Shoe
Allowance:

Effective November 1, 1987, \$35 (\$30) per year. Effective May 1, 1988, \$40.

DRG Inc., DRG Packaging Division at Toronto - Local 466, Graphic Communications Union

(AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1987 to September 30, 1989, covering 345 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	<u>Oct. 5/87</u>	<u>Oct. 3/88</u>
General Increases	4.5%	4.5%
Additional Adjustments	Some classification adjustments	
Group 20 (General Labour)	\$9.19-\$9.76 (\$8.79-\$9.34)	\$9.60-\$10.20
Group A (includes 759 Cerutti Pressman)	\$17.63-\$18.94 (\$16.87-\$18.12)	\$18.42-\$19.79

Maximum rate for General Labour is reached after 12 months, and for 759 Cerutti Pressman after 72 months.

Paid Breaks:

20-minute paid lunch break for all employees (previously, only applied to certain employees).

Health and Welfare: Dental Plan - Employer pays 100% (75%) of premium costs for Rider #2. Effective January 1, 1988, employer pays 100% of premium costs for Rider #1 (new).

Pension Plan: Employer Contribution - Effective January 1, 1988, 2.5% (2%) of gross wages. Effective January 1, 1989, 2.75%.

Safety Shoe Allowance: \$35 (\$30) per year.

PRIMARY METAL

Ivaco Inc., Ivaco Rolling Mills Division, previously Eastern Steelcasting and Ivaco Rolling Mills at L'Orignal - Locals 7940 and 8794, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements* effective from October 3, 1987** to August 31, 1990, with wages retroactive to September 1, 1987, covering 475 employees, settled at the post mediation bargaining stage. Duration of negotiations - 2 months.

* Now include Quality Control employees, previously covered by a separate agreement.

** Previous agreements expired August 31, 1987.

Wages:	Effective	Sept. 1/87	Sept. 1/88	Sept. 1/89
General Increases		15¢	15¢	15¢
Class 2 (Labourer)		\$14.047 (\$13.897)	\$14.197	\$14.347
Class 20 (Electronic Repairman)		\$17.593 (\$17.443)	\$17.743	\$17.893

Previous rates reflect \$1.21 COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the August 1987 index as the base. Adjusted and folded into wages quarterly. (Basic formula is unchanged.)

Shift Premium: 0-32¢-37¢ (0-30¢-35¢). Effective September 1, 1989, 0-35¢-45¢.

Paid Vacation: 4 weeks after 10 (11) years of service, and 5 weeks after 17 (19) years.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$35,000 (\$25,000).
Life Insurance for Dependents - Benefit is \$2,500 (\$1,500) for spouse and \$1,500 (\$750) for child.

Life Insurance for Retirees - Benefit is \$2,000 (\$1,500).

Weekly Indemnity - Benefit is 2/3 of regular earnings. (Previously, to a maximum \$350 or the UIC maximum, whichever was greater.)

Long Term Disability - Benefit is \$800 (\$500) per month for a maximum of 10 (5) years.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Effective January 1, 1988, maximum claim is \$2,000 (\$1,500) per family member. Orthodontic services added, with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 per child up to age 21 (new). Coverage for orthodontic and prosthetic services is based on the 1987 (1984) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$25 (\$15) per month per year of service. Maximum pensionable service is 40 years. (Previously, no maximum.)

Early Retirement Bridging Benefit (new) - Employee aged 60 with 10 or more years of service or eligible for 35-and-out benefit, receives full regular pension benefit, plus bridging benefit of \$15 per month per year of service. Employee aged 55 with 10 years of service electing early retirement receives benefits similar to those stated above but reduced by .5% per month per succeeding year of retirement to age 60. Maximum credited service is 30 years.

Meal Allowance: \$6 (\$5.50). Effective September 1, 1988, \$6.25. Effective September 1, 1989, \$6.50.

METAL FABRICATING

Canron Inc., Eastern Structural Division at Etobicoke - Employees Assn. (Ind.): A 33-month renewal agreement effective from July 14, 1987 to April 13, 1990, covering 228 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 14/87</u>	<u>July 14/88</u>
COLA Fold-in		47¢	
General Increases		4%	3%
Group 8 (includes Helper)		\$10.76 (\$9.88)	\$11.08
Group 1 (includes Electrician with Ontario Certification)		\$16.03-\$16.57 (\$14.94-\$15.46)	\$16.51-\$17.07

Maximum rate for certified Electrician is reached after 20 months.

Cost of Living Allowance: 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, using the June 1987 index as the base. Adjusted quarterly. (Basic formula is unchanged.) Effective July 14, 1989, 2¢ per 0.5 point increase in the CPI - 1971=100.

Shift Premium: 0-50¢-55¢ (0-45¢-50¢). Effective July 14, 1988, 0-55¢-60¢.

Paid Vacation: 4 (3) weeks at 8.5% after 12 and up to 15 years of service.

Health and Welfare: Dental Plan - Employer pays 100% of premium costs for Blue Cross Rider #3, with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 per person (new).

Pension Plan: Basic Benefit - \$13 (\$12.50) per month per year of service. Effective January 1, 1989, \$13.50. Effective January 1, 1990, \$14.

Supplemental Benefit - \$11 (\$10.50) per month per year of service. Effective January 1, 1989, \$11.50. Effective January 1, 1990, \$12.

Meal Allowance: \$4 (\$2.50) after 2 hours of overtime.

Safety Shoe Allowance: Employer pays 100% of cost of approved safety footwear. (Previously, maximum \$60 for 1 pair per year.)

TRANSPORTATION EQUIPMENT

Chicopee Manufacturing Limited at Kitchener - Employees Association (Ind.) /
(production and maintenance employees): A 24-month renewal agreement effective from September 8, 1987 to September 10, 1989, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Sept. 8/87</u>	<u>Sept. 5/88</u>
	Increases	75¢	Average 5%
	Additional Adjustments	Some job classification adjustments	
	Deburring	\$8.81-\$12.40 (\$8.06-\$11.65)	\$9.41-\$13.02
	Toolmaker Level 1	\$15.55-\$17.55 (\$14.80-\$16.80)	\$16.33-\$18.43

Maximum rates are reached on merit.

Shift Premium: 0-65¢-90¢ (0-60¢-85¢). 40¢ per hour on the overlap shift (new).

Paid Vacation: 5 weeks after 18 (20) years of service.

Health and Welfare: Weekly Indemnity - Effective December 1, 1987, benefit is 75% of gross earnings to a maximum of \$400 (\$350).

Vision Care - Effective December 1, 1987, maximum claim is \$150 every 12 months. (Previously, \$125 every 24 months.)

Dental Plan - Coverage is based on the 1987 (1985) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$45 (\$35) per pair per year to a maximum of 2 pairs.

Ford Motor Company of Canada Limited at Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor - Various Locals, Canadian Auto Workers (CLC) (hourly rated and office/clerical employees): Three 36-month renewal agreements effective from September 15, 1987 to September 14, 1990, covering 13,570 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 15/87</u>	<u>Sept. 15/88</u>
	General Increases	3%	25¢ per hour or \$43.33 per month
	Allowance for Skilled Trades and Office Grades 11 & 12	40¢ per hour or \$69.33 per month	
	COLA Fold-in	\$1.24 per hour or \$214.93 per month	74¢ per hour or \$128.26 per month
	<u>Production Employees</u>		
	Assembler 2	\$14.86 (\$13.225)	\$15.85
	Tool and Die Maker	\$17.71 (\$15.605)	\$18.70
	<u>Office Employees</u> <u>Monthly Rates</u> 40 hours per week		
	Salary Class 1 (includes Junior Clerk)	\$2,092.65-\$2,425.03 (\$1,823.03-\$2,145.73)	\$2,264.24-\$2,596.62
	Salary Class 11 (includes Senior Specification Clerk)	\$2,653.80-\$3,285.96 (\$2,300.52-\$2,914.27)	\$2,825.39-\$3,457.55
	Effective	<u>Sept. 15/89</u>	
	General Increases	25¢ per hour or \$43.33 per month	
	<u>Office Employees</u> <u>Monthly Rates</u>		
	Assembler 2	\$16.10	
	Tool and Die Maker	\$18.95	
	Salary Class 1	\$2,307.57-\$2,639.95	
	Salary Class 11	\$2,878.72-\$3,500.88	

Job rates for office employees are reached after seven 6-month increases. Increases beyond job rate are reached on merit.

Lump Sum Settlement Payment:

\$100 per employee.

The following changes apply to production employees. Office employees receive comparable improvements. Benefits are wage related, unless stated otherwise.

Cost of Living Allowance:

\$2.03 COLA float was generated under previous agreements. \$1.24 is folded into wages in the first year and 74¢ Special Canadian Adjustment in the second year leaving 5¢ as a float. 20¢ COLA travel from the last quarter of the previous agreement is diverted to offset benefit costs.

1¢ per 0.1 point change in the Consumer Price Index - 1981=100, using the average index for May, June and July 1987 as the base. 1¢ from each quarterly adjustment is diverted towards benefits, for a total of 11¢ over the contract term. (Basic formula is unchanged. Previously, a total of 13¢ was diverted.)

Bereavement Leave:

3 paid working days upon death of son/daughter-in-law (new).

Health and Welfare:

Life Insurance - Maximum benefit is \$45,500 (\$37,500).

Life Insurance for Retirees - Increased by \$1,000 for retirees who are currently at the minimum benefit level.

A. D. & D. - Maximum benefit is \$27,750 (\$18,750).

Weekly Indemnity - Maximum benefit is \$495 (\$410).

Extended Disability Benefit - Maximum benefit is \$1,710 (\$1,405) per month for employee with less than 10 years of service paid up time-for-time and \$1,880 (\$1,545) per month for employee with 10 or more years of service; paid up to age 65.

Transition Survivor Income Benefit - Maximum \$475 (\$375) per month unreduced for surviving spouse with dependent child or for dependent child without parents. (Previously, reduced by any CPP benefit.)

Bridging Survivor Income Benefit - Maximum \$475 (\$350) per month unreduced for surviving spouse. (Previously, reduced by any other benefit.)

Miscellaneous Medical - Coverage provides a wide range of new services including insulin pressure injection devices once every 5 years to a maximum of \$800 (new). Semi-private coverage is provided for extended care in homes for the aged and rest homes rate not to exceed licensed nursing home rates (new). Services of a Registered Nurse are provided for up to 2 hours per day for home care when prescribed (new). Out-of-province coverage includes air ambulance services and attendants' fare from any location in North America to a hospital in the patient's home province (new).

Vision Care - Maximum claim for contact lenses is \$120 (\$100) every 2 years.

Dental Plan - Maximum lifetime orthodontic benefit is \$1,250 (\$1,000). Coverage is extended to include jaw realignment appliance when service performed by a specialist, porcelain veneers for certain conditions and splinting (new).

Note - Common-law spouse who has maintained relationship for at least 1 (2) year is eligible for all benefits. When both spouses are employees they are eligible for co-ordinated health care benefits (new).

Pension Plan:

Plan has been renegotiated for the period October 1, 1987 to September 30, 1983.

Future Retirees

Pension Indexing (new) - The amount of COLA paid each October will be the lesser of:

- 1) 90% of change in the July to July Consumer Price Index.
- 2) Dividing the aggregate amount of COLA in the 4 quarters preceding July, by the hourly rate (including COLA) of the mid-point of a Benefit Class Code B employee.
- 3) The amount of pension an active worker would receive if retiring that year.

Basic Monthly Benefit Per Month Per Year of Service/Normal Retirement - Varies by wage level as shown:

For retirements effective	Benefit
October 1, 1987	\$28.00-\$28.75 (\$22.05-\$22.80)
October 1, 1988	\$29.50-\$30.25
October 1, 1989	\$31.00-\$31.75
October 1, 1990	\$32.50-\$33.25
October 1, 1991	\$34.00-\$34.75
October 1, 1992	\$36.00-\$36.75

Early Retirement "30-and-out" Special Allowance - Total monthly benefit as shown:

For retirements effective	Benefit
October 1, 1987	\$1,505 (\$1,205)
October 1, 1988	\$1,575
October 1, 1989	\$1,645
October 1, 1990	\$1,715
October 1, 1991	\$1,785
October 1, 1992	\$1,875

Eligible employee who opts for early CPP benefits receives no reduction in pension supplement.

Normal Retirement Age - Automatic retirement age is 65 (70); employees aged 64 or over are allowed one more year before mandatory retirement.

Current Retirees

Basic Monthly Benefits Per Year of Service - Benefits for those who retired prior to September 1, 1979 are increased by \$3 and depending on wage level will range from \$17.90-\$18.70 (\$14.90-\$15.70). Retirements between October 1979-September 1984, receive \$1.50 increase, \$20.50-\$20.70 (\$19.00-\$19.20). Retirements between October 1984-August 1987, receive \$1, \$22.85-\$23.05 (\$21.85-\$22.05).

The above benefits will be increased as follows:

Effective		Retirement Date		
		before 1979	Oct. 79-Sept. 84	Oct. 84-Aug. 87
Oct. 88	75¢	\$18.65-\$19.45	\$21.25-\$21.45	\$23.60-\$23.80
Oct. 89	75¢	\$19.40-\$20.20	\$22.00-\$22.20	\$24.35-\$24.55
Oct. 90	80¢	\$20.00-\$21.00	\$22.80-\$23.00	\$25.15-\$25.35
Oct. 91	85¢	\$21.05-\$21.85	\$23.65-\$23.85	\$26.00-\$26.20
Oct. 92	85¢	\$21.90-\$22.70	\$24.50-\$24.70	\$26.85-\$27.05

Early Retirement "30-and-out" Special Allowance - Retirees receive the same increases as shown above.

Supplemental Unemployment Benefit Plan:	<u>SUB Funding</u> - Employer contributions per hour ranging from 22¢-34¢ (21¢-33¢) per straight time hour, 28¢-40¢ (27¢-39¢) per 1 1/2 hour, and 34¢-46¢ (33¢-45¢) per double time hour. Increasing by 2¢ in the second and third contract years.
Income Maintenance Benefit Plan:	Employer funding increased by 16.6%.
Voluntary Termination of Employment Plan:	Eligible employee may elect to receive a lump-sum payment ranging from \$22,200-\$39,600 (\$19,000-\$34,000) depending on length of service and any Income Maintenance Benefit received.
Plant Closure Benefit:	Eligible employee may elect to receive a lump sum payment of \$8,200-\$11,400 (\$7,000-\$9,800), depending on length of service.
Paid Education Leave:	Employer funding is 1¢ (.5¢) per hour worked.
Paid Tuition Fees:	Maximum refund for job related courses is \$750 (\$500) per year for approved courses and \$1,250 (\$1,000) per year for approved college courses.
Paid Legal Service Plan:	<u>Funding</u> - Employer contributes 8¢ (3¢) per straight time hour worked. <u>Benefits</u> - Coverage is increased to allow continuation of legal representation for the full scope of the case. (Previously, coverage could be exhausted before reaching conclusion.)

General Motors of Canada Ltd. at London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ontario and St. Eustache and Boisbriand, Quebec - Various Locals, Canadian Auto Workers (CLC) (hourly rated employees): A 36-month renewal agreement effective from September 15, 1987 to September 14, 1990, covering 36,671 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 15/87</u>	<u>Sept. 15/88</u>	<u>Sept. 15/89</u>
General Increases		3%	25¢	25¢
Skilled Trades Adjustment		40¢		
COLA Fold-in		\$1.24	74¢	
Line Assembler		\$14.86 (\$13.22)	\$15.85	\$16.10
Tool and Die Maker		\$17.72 (\$15.61)	\$18.71	\$18.96

Other terms of settlement are similar to those reported above for the C.A.W. and Ford Motor Company, except for a number of additional provisions including a human rights program, an education and skill upgrading program, and quality control committees.

Navistar International Corporation Canada, previously International Harvester Company Canada Limited at Chatham - Local 127, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from October 20, 1987 to October 22, 1990, covering 900 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 23/87</u>	<u>Oct. 20/88</u>	<u>Oct. 20/89</u>
Increases		18¢-27¢	25¢	25¢
COLA Fold-in		\$1.43	60¢	
Skilled Trades Adjustment		40¢		
General Labour		\$14.18 (\$12.57)	\$15.03	\$15.28
Tool and Die Maker		\$17.61 (\$15.51)	\$18.46	\$18.71

Start Rate - 85% of the job rate for the first 6 months progressing to job rate after three 6-month increases. (Previously, 100% of job rate.)

Cost of Living Allowance: \$2.08 COLA was generated under previous agreements. \$1.43 is folded into wages on October 23, 1987 and 60¢ on October 20, 1988, leaving 5¢ as a float.

1¢ per 0.26 point change in the Consumer Price Index - 1969=100, using the average index for August, September and October 1987 as the base. 1¢ diversion from each quarterly adjustment. (Basic formula is unchanged. Previously, a total of 9¢ was diverted.)

Bereavement
Leave:

3 (1) days' paid leave upon death of daughter/son-in-law.

Health and
Welfare:

The following benefits are wage related, unless otherwise stated.

Life Insurance - Maximum benefit is \$45,500 (\$37,500).

A. D. & D. - Maximum benefit is \$22,750 (\$18,750).

Weekly Indemnity - Maximum benefit is \$475 (\$390) per week.

Long Term Disability - Maximum benefit is \$1,710 (\$1,405) per month for Schedule I employees and \$1,880 (\$1,545) for Schedule II employees.

Extended Health Care - Plan is extended to include stay in homes for the aged and rest homes licensed by the Ministry of Community and Social Services.

Vision Care - Maximum claim for contact lenses is \$120 (\$43.50) every 2 years.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Maximum lifetime orthodontic benefit is \$1,250 (\$1,000).

Pension Plan:

Plan has been renegotiated for the period October 1987 to September 1993. Changes are similar to those negotiated at Chrysler Canada Ltd., Ford Motor Company of Canada Ltd., and General Motors of Canada Ltd.

Supplemental
Unemployment
Benefit Plan:

SUB Funding - Effective February 1, 1988, employer contributes 26¢ (25¢) per hour worked. Effective February 1, 1989, 29¢. Effective February 1, 1990, 32¢.

Termination
Pay Plan:

Maximum liability is \$1,500,000 in the event of plant closure.

Paid Legal
Service Plan:

Funding - Effective May 1, 1988, 5¢ (3¢) per straight time hour worked.

Purolator Products Ltd. at Mississauga - Local 399, Canadian Auto Workers (CLC)

(office and production employees): Two 36-month renewal agreements effective from September 14, 1987* to September 13, 1990, covering 297 employees, settled during a work stoppage.** Duration of negotiations - 2 months.

* Previous agreement for office employees scheduled to expire March 14, 1987 was extended to September 13, 1987.

** Involved production employees only.

Wages:	Effective	<u>Sept. 14/87</u>	<u>Sept. 14/88</u>	<u>Sept. 14/89</u>
	COLA Fold-in	19¢		
	General Increases	5.7%	4%	2%
	Skilled Trades Adjustments	25¢	25¢	15¢
	<u>Production Employees</u>			
	Assembler "B"	\$9.25 (\$8.56)	\$9.62	\$9.81
	Tool and Die Maker A	\$15.78 (\$14.50)	\$16.66	\$17.14
Cost of Living Allowance:	1¢ per 0.35 point change in the Consumer Price Index - 1971=100, using the September 1989 index as the base. Adjusted quarterly. (Previously, triggered at 5%. Formula did not trigger. Basic formula is unchanged.)			
Shift Premium:	Effective September 14, 1989, 0-35¢-40¢ (0-30¢-35¢).			
Paid Vacation:	3 weeks after 5 (6) years of service.			
Health and Welfare:	<u>Life Insurance</u> - Effective September 14, 1988, benefit is \$16,000 (\$15,000). Effective September 14, 1989, \$17,000.			
	<u>Weekly Indemnity</u> - Day surgery included in coverage (new).			
Safety Shoe Allowance:	\$45 (\$40) per year. Effective September 14, 1988, \$50. Effective September 14, 1989, \$55.			

National Steel Car Limited at Hamilton - Local 7135, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 5, 1987 to October 5, 1990, covering 230 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 5/87</u>	<u>Oct. 5/88</u>	<u>Oct. 5/89</u>
	COLA Fold-in	4¢		
	General Increases	40¢	30¢	25¢
	<u>Day Workers</u>			
	Material Handler	\$12.75 (\$12.31)	\$13.05	\$13.30
	Machinist Gr. II	\$14.84-\$14.90 (\$14.40-\$14.46)	\$15.14-\$15.20	\$15.39-\$15.45
	Die Sinker Gr. I	\$15.53-\$15.63 (\$15.09-\$15.19)	\$15.83-\$15.93	\$16.08-\$16.18

Maximum rates are reached on merit.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the September 1987 index as the base. Triggered at 30¢ in each year. Three quarterly adjustments per year, with 1¢ per quarter diverted to offset administration costs. (Basic formula is unchanged).

Shift Premium: 0-28¢-30¢ (0-26¢-28¢).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$16,000 (\$15,000).
Weekly Indemnity - Benefit is \$266 (\$259). Effective October 1, 1988, \$273. Effective October 1, 1989, \$280.
Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective October 1, 1988, the 1987 O.D.A. fee schedule. Effective October 1, 1989, the 1988 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$20 (\$16) per month per year of service.
Supplemental Benefit - \$20 (\$16) per month per year of service.
Early Retirement - At age 60 (61) with no actuarial reduction.

NON-METALLIC MINERAL PRODUCTS

PPG Canada Inc., Glass Division at Owen Sound - Local 248G, Aluminum, Brick and Glass Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1987 to September 30, 1990, covering 320 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/87	Oct. 1/88	Oct. 1/89
General Increases		50¢	50¢	50¢
Labour Grade 2 (Auxiliary Utility)		\$12.86 (\$12.36)	\$13.36	\$13.86
Labour Grade 14 (Instrument Specialist)		\$14.13 (\$13.63)	\$14.63	\$15.13

Cost of Living Allowance: 1¢ per 0.1% increase in the Consumer Price Index - 1981=100, using the average index for July, August and September 1987 as the base. Triggered at 6% in each year. Adjusted annually and folded into wages on October 1, 1988 and 1989. (Previously, 1% per 1% increase in the C.P.I. Formula did not trigger.)

Shift Premium: Effective October 1, 1989, 0-35¢-40¢ (0-30¢-35¢).

Bereavement Leave: 2 consecutive paid days upon death of brother/sister-in-law (new).

Paid Vacation: 5 weeks after 20 years of service (new).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$19,000 (\$18,000).
Effective October 1, 1988, \$20,000. Effective October 1, 1989, \$21,000.

Continuation of Benefits for Early Retirees (new): Employer pays premium costs for OHIP and Major Medical benefits to age 65 for employees retiring at age 62.

Pension Plan: Basic Benefit - \$17 (\$16) per month per year of service.
Effective October 1, 1988, \$18. Effective October 1, 1989, \$19.

Current Retirees - Benefits increased by 50¢ per month per year of service in each year of this agreement.

Early Retirees - Employee retiring at age 62 receives double the regular pension benefit to age 65.

Apprenticeship Training Programme (new): Eligible employee may apply for retraining through the apprenticeship programme.

Certificate Allowance: 25¢ per hour worked for each additional trade certificate and \$2,000 lump sum payment for employee who has successfully completed each level of trade certificate programme.

Safety Shoe Allowance: \$60 (\$55) per pair per year.

TRANSPORTATION

Wardair Canada Inc., system-wide - Canadian Union of Public Employees (CLC)*: A 39-month renewal agreement effective from April 17, 1987 to July 15, 1990, covering 450 Ontario employees, settled at the conciliation stage. Duration of negotiations - 8 months.

* Previously Canadian Air Line Flight Attendants Assn. (CLC).

Wages:	Effective	<u>Nov. 1/87</u>	<u>Nov. 1/88</u>
	Increases	Wage grids restructured	New top grid level added for employees hired before Nov. 1/83; 3.9% for employees hired after Nov. 1/83

Flight Attendant

Hired before Nov. 1/83	\$26.45-\$30.84	\$26.45-\$31.52
5 levels (0-6 years)	(\$21.39-\$30.18)	
Effective Nov. 1/88, 6 levels		

	<u>Nov. 1/87</u>	<u>Nov. 1/88</u>
Hired after Nov. 1/83 4 levels (0-30 months) Effective Nov. 1/88, 5 levels	\$17.56-\$23.02 (\$15.60-\$19.92)	\$18.25-\$25.68

Effective	<u>Nov. 1/89</u>
Increase	New top grid level added for employees hired before Nov. 1/83; 5.4% for employees hired after Nov. 1/83
Hired before Nov. 1/83 7 levels	\$26.45-\$32.20
Hired after Nov. 1/83	\$19.23-\$27.61

Lump Sum
Payments: Employees hired before Nov. 1/83 - 4% of gross wages, excluding
commission for certain employees at high grid levels. Effective
November 1, 1988, 4%. Effective November 1, 1989, 3.5%.

Purser Premium: 16% of hourly rate when one purser per flight and 12% when 2
pursers, currently ranging from \$5.15-\$2.11 per hour.
(Previously, \$4.22 to \$1.81 per hour, depending on length of
service and date of hire.)

Public Relations
Assignments Pay: \$4 (\$3.50) per hour or the federal minimum wage, whichever is
greater, when assigned to Public Relations Assignments on
off-duty days.

Meal Allowance: \$2.50 (\$2.25) after 1 hour ground stop when destination is
Europe, \$2.10 (\$1.75) to U.S.A. and \$1.60 (\$1.50) to other
destinations.

Training Pay: The greater of 2 hours' flight time pay for each day, or federal
minimum wage for each hour of training and examinations
associated with the introduction of new aircraft types (new).

ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough City Public Utilities Commission, Construction-Unit #1 - Local 1, Utility
Workers (CLC): A 24-month renewal agreement effective from April
1, 1987 to March 31, 1989, covering 235 employees, settled with
mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	4.25%	4.25%

	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
Additional Adjustments	Some classifications added	
Construction Clerk	\$12.54-\$13.06 (\$12.03-\$12.53)	\$13.07-\$13.62
Journeyman Lineman	\$18.75 (\$17.99)	\$19.55
SCADA Maintenance Analyst (new)	\$19.10-\$19.82	\$19.91-\$20.66

Maximum rates for Construction Clerk and SCADA Maintenance Analyst are reached after 12 months.

Cost of Living Allowance: 1% per full 1% change in the Consumer Price Index - 1981=100, using the April 1988 index as the base. Triggered at 4.25% (4.5%). Adjusted monthly. (Basic formula is unchanged. Formula did not trigger.)

Backhoe Premium (new): 40¢ per hour while operating a backhoe.

Paid Holidays: 1 floating day is added for a total of 12 (11) days.

Paid Vacation: 6 weeks after 25 (26) years of service.

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent and grandparent-in-law.

Health and Welfare: Vision Care - Maximum claim is \$80 (\$60) every 2 years.

Dental Plan - Employer pays 100% of premium costs for denture coverage, with 50%-50% co-insurance and a maximum annual claim of \$500 per family member (new). Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Continuation of Benefits - Effective April 1, 1988, employer pays premium costs for health and welfare benefits for employee on maternity leave (new).

RETAIL TRADE

Loblaws Limited, province-wide - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (warehouse, advertising and office employees): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 900 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/87</u>	<u>Jan. 1/88</u>
	Increases	Lump Sum Payment*	70¢**

	<u>May 1/87</u>	<u>Jan. 1/88</u>
<u>Warehouse and Divisional Department</u>		
Warehouse Clerk A Days	\$9.84-\$15.29 (\$9.84-\$15.29)	\$10.19-\$15.99
Receiver-Checker Days	\$15.82 (\$15.82)	\$16.52
<u>Advertising and Duplication Department</u>		
Bindery Operator B	\$8.91-\$14.33 (\$8.91-\$14.33)	\$9.26-\$15.03
Photo-Typesetter Programmer	\$12.95-\$17.79 (\$12.95-\$17.79)	\$13.30-\$18.49
<u>Office Employees</u>		
Order Clerk	\$9.11-\$14.66 (\$9.11-\$14.66)	\$9.46-\$15.36
Inventory Control Clerk	\$9.87-\$15.34 (\$9.87-\$15.34)	\$10.22-\$16.04

** Increase is pro-rated from 50% on minimum rates to 100% on maximum rates.

Maximum rates for Warehouse and Office employees are reached after 12 months, and for Advertising employees after 18 months.

*Lump Sum
Payment:

Effective January 1, 1988, a lump sum payment of 70¢ per hour worked between April 30, 1987 and December 31, 1987.

EDUCATION AND RELATED SERVICES

East York Borough, Metropolitan Toronto* and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education - Federation of Women Teachers' Association of Ontario, Ontario Public School Teachers' Federation and Associations des Enseignants Franco-Ontariens (Ind.): Seven 36-month renewal agreements effective from September 1, 1986 to August 31, 1989, covering 10,016 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 18 months.

* Metropolitan Toronto School Board has an agreement covering employees who teach in schools for the trainable retarded and is also a signatory to the central agreement.

Wages:	<u>Effective</u>	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
General Increases		4%	1%
Teacher-Category D 0-7 years		\$16,096-\$27,180 (\$15,477-\$26,135)	\$16,257-\$27,452

	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
Teacher-Category A1 0-10 years	\$22,480-\$38,694 (\$21,615-\$37,206)	\$22,705-\$39,081
Teacher-Category A4 0-10 years	\$27,021-\$48,205 (\$25,982-\$46,351)	\$27,291-\$48,687

Vice-Principal

Elementary School 0-3 years	\$47,374-\$51,771 (\$45,552-\$49,780)	\$47,848-\$52,289
Junior High School 0-3 years	\$49,767-\$54,469 (\$47,853-\$52,374)	\$50,265-\$55,014

Principal

Elementary 0-4 years	\$55,354-\$61,267 (\$53,225-\$58,911)	\$55,908-\$61,880
Junior High School 0-3 years	\$58,340-\$63,036 (\$56,096-\$60,612)	\$58,923-\$63,666

	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
Effective		
General Increases	4%	1%
Teacher-Category D	\$16,907-\$28,550	\$17,076-\$28,836
Teacher-Category A1	\$23,613-\$40,644	\$23,849-\$41,051
Teacher-Category A4	\$28,383-\$50,634	\$28,667-\$51,140

Vice-Principal

Elementary School	\$49,762-\$54,381	\$50,260-\$54,925
Junior High School	\$52,276-\$57,215	\$52,799-\$57,787

Principal

Elementary School	\$58,144-\$64,355	\$58,725-\$64,999
Junior High School	\$61,280-\$66,213	\$61,893-\$66,875

Effective	<u>Sept. 1/88</u>
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General Increase	5.04%
Teacher-Category D	\$17,937-\$30,289
Teacher-Category A1	\$25,051-\$43,119
Teacher-Category A4	\$30,112-\$53,718

Sept. 1/88

Vice Principal

Elementary School \$52,793-\$57,693

Junior High School \$55,460-\$60,699

Principal

Elementary School \$61,685-\$68,275

Junior High School \$65,013-\$70,246

Responsibility Allowances: Effective September 1, 1987, increased by 4%. Effective January 1, 1988, increased by 1%.

Health and Welfare: OHIP - Employer pays 85% (75%) of premium costs. Effective September 1, 1988, 90%.

Extended Health Care - Effective September 1, 1988, plan is extended to include out-of-Canada coverage (new).

Dental Plan - Effective in 1987 after date of signing, employer pays 69% (66 2/3%) of premium costs. Effective January 1, 1988, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective January 1, 1989, the 1987 O.D.A. fee schedule.

Paid Preparation Time (new): Effective September 1, 1988, guarantee of a minimum 100 minutes per week. Effective September 1, 1989, minimum 120 minutes.

Lakehead Board of Education at Thunder Bay - Local 2486, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/87	Jan. 1/88
General Increases		44.5¢	46.4¢
Cafeteria		\$8.275 (\$7.830)	\$8.739
Head Custodian Secondary School*		\$12.873-\$13.205 (\$12.428-\$12.760)	\$13.337-\$13.669
Maintenance A - with trade certificate		\$14.075-\$14.410 (\$13.630-\$13.965)	\$14.539-\$14.874

Maximum rates are reached after three 6-month increases.

* Effective October 1, 1988, successful completion of appropriate courses will be required for custodians to be upgraded (new).

Cost of Living Provision:	Inoperative. (Previously, 1% per 1% change in the CPI for Thunder Bay, triggered at 4.65%. Formula did not trigger.)
Shift Premium:	40¢ per hour if working the afternoon shift for 3 or more weeks per month (new). 0-35¢-35¢ (0-30¢-35¢). Effective January 1, 1988, 0-35¢-40¢.
Paid Holidays:	1/2 day on Christmas Eve is added for a total of 11 1/2 (10 1/2) days.
Acting Pay:	Effective January 1, 1988, employee temporarily transferred to a higher classification receives the minimum rate of that classification after 1 full shift (previously after 5 consecutive days).
Health and Welfare:	<u>Dental Plan</u> - Employer pays 75% (50%) of premium costs. Coverage continues to be based on the current year's Ontario Dental Association fee schedule.
Certificate Allowance:	Custodial, warehouse and cafeteria employees receive 15¢ per hour for each Ontario Ministry of Labour trade certificate held. (Previously, paid to maintenance employees only for each additional certificate held for skills used regularly.)

Leeds and Grenville County Board of Education at Brockville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 530 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.9%
	Teacher-Category D 0-5 years	\$18,376-\$25,294 (\$17,512-\$24,104)
	Teacher-Category A1 0-11 years	\$24,135-\$40,159 (\$23,000-\$38,270)
	Teacher-Category A4 0-12 years	\$29,224-\$50,200 (\$27,850-\$47,839)
	<u>Principal</u>	
	A School	\$55,792 (\$53,168)
	B School 0-4 years	\$54,697-\$59,730 (\$52,125-\$56,921)

Responsibility Allowances: Increased by 4.9%.

London City Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 1,059 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.4%
	Teacher-Category 1 0-10 years	\$22,642-\$38,345 (\$21,689-\$36,729)
	Teacher-Category 4 0-10 years	\$27,707-\$50,804 (\$26,539-\$48,663)
	Vice-Principal or Program Supervisor 0-2 years	\$57,376-\$60,536 (\$54,958-\$57,985)
	Principal 0-3 years	\$63,115-\$67,856 (\$60,455-\$64,997)

Previous rates reflect 1.5% COLA folded into salaries in June 1987.

Responsibility Allowances: Increased by 4.4%.

Cost of Living Provision: Deleted. (Previously, 1% per 1% increase in the Consumer Price Index - 1981=100 from April 1986 to April 1987. Triggered at 3%).

Health and Welfare: OHIP and Life Insurance - Employer pays 75% (70%) of premium costs.

Major Medical - Employer pays 100% of premium costs for the services of a Psychologist up to \$25 per 1/2 hour visit, and Chiropractor, Osteopath, Naturopath, Podiatrist and Speech Therapist to \$20 per visit.

Dental Plan - Maximum lifetime orthodontic benefit is \$2,000 (\$1,500). Endodontic and periodontic services are payable on a 75%-25% (50%-50%) co-insurance basis; major restorative services payable on a 60%-40% (50%-50%) co-insurance basis. Pits and fissures coverage added (new).

Continuation of Benefits - Employer continues to pay premiums for health and welfare benefits for 17 weeks for employee on maternity or adoption leave (new).

Northumberland and Newcastle Board of Education at Cobourg - Federation of Women

Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 710 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>
	Increases	3%-4.25%	.75%-1%
	Additional Adjustments	Salary grid for Principal restructured	
	Teacher-Category D 0-6 years	\$19,800-\$25,200 (\$19,130-\$24,080)	\$19,950-\$25,440
	Teacher-Category A1 0-11 years	\$24,770-\$39,810 (\$24,050-\$38,190)	\$24,950-\$40,190
	Teacher-Category A4 0-12 years	\$28,530-\$50,170 (\$27,700-\$48,120)	\$28,740-\$50,650
	Principal (B School) (A School) 0-2 years	\$56,800-\$58,800 (\$52,500-\$54,500) (\$54,500-\$56,500)	\$57,400-\$59,400
	Co-ordinator	\$59,525 (\$57,135)	\$60,095

Effective Sept. 1/88

General Increase *

* Increase to equal the percentage increase in the Consumer Price Index - 1981=100 from June 1987 to June 1988.

Responsibility Allowances:	Vice-Principal and Consultant	\$3,875 (\$3,775)
Health and Welfare:	<u>Life Insurance</u> - Benefit is two (one) times annual salary.	
Transfer Allowance (new):	\$750 for Principal or Vice-Principal transferred to another school more than 40 kilometres away.	
Paid Preparation Time (new):	60 minutes per week. Effective September 1, 1988, 90 minutes per week.	

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board at Peterborough - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	Increases	2.04%-7.09%	*
	Teacher-Level 1 0-6 years	\$18,848-\$24,907 (\$18,472-\$23,855)	

	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Teacher-Level 4	\$23,589-\$40,429	
0-12 years	(\$22,828-\$37,954)	
Teacher-Level 7	\$27,393-\$50,665	
0-12 years	(\$26,418-\$47,311)	

Principal, Secondary**

0-299 pupils	\$61,000
300-300 pupils	\$62,500
400 or more pupils	\$65,500

Vice-Principal, Secondary**

0-399 pupils	\$58,300
400 or more pupils	\$60,000

Previous rates reflect a 4.2% salary increase effective September 1, 1986.

* Increase to equal the percentage increase in the Consumer Price Index from June 1, 1987 to May 31, 1988, plus the average of the increase above the C.P.I. established by the 3 coterminous Boards of Education.

** Previously some Vice-Principals received responsibility allowances.

Responsibility
Allowances:

Principal, Elementary

0-299 pupils	\$7,450 (\$6,903)
300-399 pupils	\$9,000 (\$8,094)
300 or more pupils	\$10,335 (\$8,094)

Vice-Principal, Elementary	\$2,960-\$4,150 (\$3,154)
0-2 years (new)	

Consultant	\$2,960-\$4,150
0-2 years	(\$2,738-\$3,928)

Teacher-in-Charge	\$900 (\$714)
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- with Vice-Principal qualifications	\$1,100 (\$714)
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Religious Education Assistant Consultant	\$2,100 (\$1,904)
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Major Department Head	\$3,500 (\$2,738)
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Minor Department Head	\$2,200 (\$ 833)
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Assistant Department Head (new)	\$1,000
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Effective September 1, 1988, all responsibility allowances to increase in accordance with the general salary increase.

Health and Welfare:

OHIP, Major Medical, Life Insurance, Vision Care and Dental Plan - Employer pays 100% (80%) of premium costs.

Dental Plan - Effective January 1, 1988, coverage is based on the 1987 (1985) Ontario Dental Association fee schedule. Effective January 1, 1989, the 1988 O.D.A. fee schedule.

Paid Paternity/
Adoption Leave
(new):

2 days' paid leave.

Bereavement
Leave:

5 school days' paid leave upon death of immediate family member. (Previously, 5 days leave including non-teaching days without loss of pay.)

Paid Preparation
Time:

Elementary - Minimum 100 (80) minutes per week.

Secondary - Maximum teaching load is 6 classes per school cycle or 6 courses per school year (unchanged). In each 2-week period, 50% of the planning/preparation periods are free of any on-call (new).

Carleton University at Ottawa - Local 2323, Canadian Union of Public Employees (CLC) (graduate and undergraduate student part-time teaching assistants): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases	6%	4.5%
	Undergraduate Student	\$9.91 (\$9.35)	\$10.36
	Graduate Student	\$19.75 (\$18.63)	\$20.64

Paid Maternity
Leave:

20 weeks after completing 2 academic terms.

University of Western Ontario, Physical Plant Department and Thompson Arena at London - Local 2361, Canadian Union of Public Employees (CLC): Two 24-month renewal agreements effective from May 1, 1987 to April 30, 1989, covering 315 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/87</u>	<u>Sept. 1/87</u>
	General Increase	4.2%	
	Additional Adjustment		2% not compounded for service workers

	<u>May 1/87</u>	<u>Sept. 1/87</u>
<u>Physical Plant Dept.</u>		
Service Worker I	\$8.15 (\$7.82)	\$8.31
Caretaker Intermediate I	\$10.46 (\$10.03)	\$10.46
Electrician	\$16.07 (\$15.42)	\$16.07
Effective	<u>May 1/88</u>	<u>Nov. 1/88</u>
General Increases	4%	1%
Service Worker I	\$8.65	\$8.73
Caretaker Intermediate I	\$10.88	\$10.99
Electrician	\$16.72	\$16.88

Health and
Welfare:

Vision Care - Effective November 1, 1987, maximum claim is \$100 (\$50) per person every 2 years.

Contracting Out:

90 days' notice will be given prior to contracting out. (Previously, one week's notice was given when possible.) Employee who loses job as a result of contracting out will receive one week's pay for each 6 months of continuous service or the equivalent in notice or a combination of both (new).

University of Windsor - Local 210, Service Employees International (AFL-CIO/CLC)
(office employees): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:

	<u>July 1/87</u>	<u>July 1/88</u>
Effective		
General Increases	7%	5.5%
<u>Monthly Rates</u>		
Secretarial/ Clerical C	\$1,199-\$1,305 (\$1,121-\$1,220)	\$1,265-\$1,377
Scientific Buyer	\$2,179-\$2,603 (\$2,036-\$2,433)	42,299-\$2,746

Maximum rate for Secretarial/Clerical C is reached after 3 annual increases and for Scientific Buyer, after 5 annual increases.

The following changes are effective October 29, 1987, unless otherwise stated.

Shift Premium:

0-38¢-45¢ (0-33¢-40¢).

Weekend Premium:	60¢ (55¢) per hour worked for employees on a 7 day operation schedule. Effective July 1, 1988, 65¢.
Acting Pay:	Employee assigned to a higher classification for more than 2 1/2 working days is paid in accordance with the promotional guidelines of the agreement. (Previously, employee received an additional 5% of monthly salary for the duration of the assignment.)
Paid Vacation:	1 additional day per year of service after 19 years of service to a maximum of 30 days. (Previously, 5 weeks after 19 years).
Bereavement Leave:	5 (3) days' paid leave upon death of legal or common-law spouse, son or daughter.
Paid Union Leave:	Maximum 24 (18) hours per month for the purpose of conducting union business.
Paid Maternity Leave (new):	Effective October 29, 1987, 2 weeks at 95% of salary and an additional 15 weeks at the difference between 95% of salary and UIC benefit.
Paid Paternity Leave:	2 (1) days' paid leave upon birth or adoption of a child.
Health and Welfare:	<u>Major Medical (new)</u> - Effective January 1, 1988, Green Shield Plan T4. <u>Dental Plan</u> - Effective January 1, 1988, coverage is based on the 1987 (current year's) Ontario Dental Association fee schedule.
Meal Allowance (new):	Effective October 29, 1987, \$4 after 2 hours of overtime. Effective July 1, 1988, to be increased in accordance with the Consumer Price Index, minus 1%.
Safety Shoe Allowance:	Effective October 29, 1987, employer pays 100% of the cost of 1 pair per year. (Previously, \$50 per year.)

York University at Toronto - York University Staff Association (CCU) (office, clerical, laboratory and technical employees): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,089 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases	6.4%	6.4%
	<u>Annual Rates</u>		
	File Clerk (Grade 2)	\$18,932 (\$17,793)	\$20,143
	Media Maintenance/ Operator Technician 4	\$44,118 (\$41,464)	\$46,941

Lump Sum Settlement Payment:	\$300 per active employee on October 15, 1987, including employees on a paid leave of absence except L.T.D.
Shift Premium:	0-40¢-40¢ (0-30¢-35¢).
Standby Pay:	Minimum 1 hour's pay at time and one-half if problem resolved by telephone, or at double time on a paid holiday (new).
Paid Maternity Leave:	2 weeks at 92% (90%) of weekly wage plus an additional 15 weeks at the difference between 92% (90%) of weekly wage and UIC benefit. Effective September 1, 1988, 95%.
Paid Paternity/Adoption Leave:	5 (3) days' paid leave.
Long Service Pay (new):	2 paid days off in 20th and subsequent years of service.
Health and Welfare:	<u>Vision Care (new)</u> - Employer pays 100% of premium costs for single coverage. Maximum claim is \$150 every 2 years, with \$25 deductible. <u>Hearing Aid (new)</u> - Employer pays 100% of premium costs. Maximum claim is \$300 every 3 years. <u>Major Medical</u> - Co-insurance eliminated. (Previously, 80%-20% co-insurance.) <u>Continuation of Benefits for Retirees (new)</u> - For retirements effective on or after July 1, 1987, employer pays 100% of premium costs until June 30, 1989 for a range of benefits for retirees and dependents, including semi-private hospitalization, major medical, private duty nursing to a maximum 120 days per person, and drug plan to a maximum \$25,000 per person. 80%-20% co-insurance and annual deductibles of \$25 for single coverage and \$50 for family coverage. Dental coverage is to a maximum \$700 per person per year, with 50%-50% co-insurance for major restorative services and coverage based on the 1985 Ontario Dental Association fee schedule.
Pension Plan:	<u>Current Retirees</u> - Benefits increased by \$20 per month for retirements prior to July 1, 1985 and by \$40 per month for retirements prior to July 1, 1984. <u>Early Retirement</u> - Actuarial reduction of 3% per year when retiring between age 60 and 65, and 6% per year between age 55 and 59. (Previously, reduction based on age at retirement date. Percentage formula is new.)
Meal Allowance:	Effective September 1, 1988, \$5.50 (\$5.25) after 2 hours of overtime.
Safety Shoe Allowance:	Maximum \$110 over the term of the agreement. (Previously, \$50 per year.)

North York Public Library Board at North York - Local 771, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 450 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Dec. 1/87</u>
	Increases	4.5%	2.5% for Groups A1-4
<u>Annual Rates</u>			
	Group 1 (includes Clerk/Typist	\$19,426.84-\$21,523.85 (\$18,590.28-\$20,596.99)	\$19,912.51-\$22,061.95
	Group 18 (includes Systems Librarian)	\$38,301.77-\$44,143.67 (\$36,652.41-\$42,242.75)	
	Effective	<u>Jan. 1/88</u>	
	General Increase	4%	
	Group 1	\$20,709.01-\$22,944.43	
	Group 18	\$39,833.84-\$45,909.42	
	Maximum rates are reached on merit.		
Paid Vacation:	Effective October 14, 1987, 6 weeks after 16 (18) years of service.		
Health and Welfare:	<u>Long Term Disability</u> - Effective January 1, 1988, maximum benefit is \$3,500 (\$2,000) per month.		
	<u>Dental Plan</u> - Effective November 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective April 1, 1988, the 1988 O.D.A. fee schedule.		
Mileage Allowance:	Effective October 14, 1987, 28¢ (25¢) per kilometre. Effective January 1, 1988, 29¢.		

Royal Ontario Museum at Toronto - Local 543, Ontario Public Service Employees (NUPGE) (CLC): A 24-month renewal agreement effective from July 1, 1987 to June 30, 1989, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>
	General Increases	4%	4%
	Additional Adjustments*	Initial stage restructuring of the wage schedule, with major classifi- cation adjust- ments	Second stage restructuring of the wage schedule

	<u>July 1/87</u>	<u>July 1/88</u>
Salary Grade 2 (Clerk)	\$15,475-\$17,685 (\$12,548-\$14,398)	\$17,172-\$19,626
Salary Grade 8 (includes Artist)	\$21,337-\$24,385 (\$19,943-\$22,588)	\$23,678-\$27,061
Salary Grade 14 (Teacher)	\$29,420-\$33,623 (\$25,887-\$29,521)	\$32,648-\$37,312

Effective	<u>Mar. 1/89</u>
Adjustment	Final stage restructuring of the wage schedule

Salary Grade 2	\$17,982-\$20,550
Salary Grade 8	\$24,794-\$28,336
Salary Grade 14	\$34,187-\$39,071

* Implemented as the result of the Job Evaluation and Salary Review agreed to under the previous agreement.

Maximum rates are reached after 4 annual increases.

Paid Maternity Leave (new): Effective July 1, 1988, 17 weeks at the difference between 95% of wages and UIC benefit.

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC)
(full-time and part-time librarians, office, and clerical employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 700 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.5%	4%*
	<u>Annual Rates</u>		
	Junior Clerical Assistant 0-4 years	\$17,099-\$19,091 (\$16,363-\$18,269)	\$17,783-\$19,855
	Librarian 6 0-5 years	\$36,634-\$50,849 (\$35,056-\$48,659)	\$38,099-\$52,883

* Conditional wage reopener if the Consumer Price Index increases by 5.5% above the December 1987 index.

Paid Vacation: Effective January 1, 1988, 5 weeks after 17 (18) years of service.

Paid Maternity Leave (new): Up to 15 weeks at the difference between 75% of regular weekly salary and UIC benefit, after a 2-week waiting period.

Health and Welfare: Life Insurance - Basic benefit is \$3,000 (\$2,000).

Life Insurance for Early Retirees (new) - Employer pays 100% of premium costs to age 65 for \$2,000 benefit.

Major Medical - Medical coverage continues past age 21 for dependent child while enrolled as a full-time student (previously, to age 21).

Vision Care - Effective December 1, 1987, maximum claim is \$200 (\$175) per family member every 2 years. Effective July 1, 1988, \$225.

Dental Plan - Effective December 1, 1987, employer pays 100% of premium costs for major restorative coverage, with 50%-50% co-insurance and a maximum annual claim of \$1,000 per person (new).

Continuation of Benefits - Coverage continues for 17 weeks (3 months) for employee on maternity leave. Employer pays 50% of premium costs for OHIP, semi-private hospitalization, major medical and dental plan for employee on L.T.D., and for up to 6 months for employee awaiting L.T.D. leave (new). Employer will match any benefit improvements negotiated between the City of Toronto and CUPE Local 79 for early retirees to age 65.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, CANDU Operations at Mississauga, Ontario and Montreal, Quebec - Engineers Assn. (Ind.): A 14-month renewal agreement effective from October 21, 1987* to December 31, 1988, covering 373 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

* Previous agreement expired December 31, 1986.

Wages:	Effective	Jan. 1/88**
	General Increase	1.75%***
	<u>Annual Rates</u>	
	PG1 (Engineer)	\$27,170-\$32,890 (\$26,440-\$32,010)
	PG6 (Specialist/ Internal Consultant)	\$59,150-\$69,320 (\$59,170-\$64,710)

** New salary grid with control points is introduced. Control points are reached in progression increases, which may be supplemented by merit increases. Where applicable, maximum rates beyond the control points are reached on merit.

*** A further increase is conditional on the weighted mean wage increases for designated engineers as determined by the Pay Research Bureau Autocods data, as follows: 1% per 1% above the engineers average wage increase from March 1987 to March 1988. Triggered at 0.25%.

Lump Sum Settlement Payment: Effective October 21, 1987, lump sum payment equal to 2% of annual salary as of December 31, 1986.

Shift Premium: \$1 per hour for employee designated to work from 3:30 p.m. to 11:30 p.m. (new). Effective January 1, 1988, \$1.04.

Health and Welfare: Dental Plan - Effective April 1, 1987, 70%-30% (60%-40%) co-insurance. Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective April 1, 1988, 80%-20% co-insurance, and the 1988 O.D.A. fee schedule.

Termination Pay: Benefit is the difference between UIC allowable payments and 70% of salary, payable in the event of a Group Termination as defined by the Canada Labour Code. Funded by diverting a fraction of the Overlay Termination Compensation otherwise paid for each employee (new).

Travel Allowance: \$1,200 per year for heavy travellers in sales and marketing in lieu of travel time pay (new).

FEDERAL ADMINISTRATION

National Research Council of Canada, Canada-Wide - Research Council Employees' Association (Ind.) (technical category employees): A 14-month renewal agreement effective from September 14, 1987 to November 13, 1988, covering 635 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 14/87</u>
	General Increase	4%
	<u>Annual Rates</u>	
	<u>Technical Officer Group</u>	
	Technical Officer 1 5 levels	\$15,922-\$17,735 (\$15,310-\$17,053)
	Technical Officer 11 3 levels	\$51,329-\$54,476 (\$49,355-\$52,381)
	<u>Development Officer Group</u>	
	Development Assistant 1 14 levels	\$14,200-\$22,329 (\$13,654-\$21,470)
	Development Shop Superintendent (new) 4 levels	\$41,506-\$44,944

Sept. 14/87

Draftsman and Photographer Group

Draftsman 1 7 levels	\$17,650-\$21,600 (\$16,971-\$20,769)
Draftsman 6 4 levels	\$34,990-\$38,769 (\$33,644-\$37,278)
Photographer 1 4 levels	\$19,039-\$20,921 (\$18,307-\$20,116)
Photograher 7 4 levels	\$33,559-\$36,887 (\$32,268-\$35,468)

Designer Group

Designer 1 4 levels	\$33,654-\$36,898 (\$32,360-\$35,479)
Designer 4 4 levels	\$48,392-\$52,901 (\$46,531-\$50,866)

The following changes are effective November 23, 1987, unless stated otherwise.

Shift Premium:	0-50¢-60¢ (0-40¢-50¢).
Standby Pay:	\$15 (\$14) for 8 consecutive hours on a scheduled day off or paid holiday.
Paid Vacation:	4 weeks after 9 (10) years of service.
Paid Maternity Leave (new):	2 weeks at 93% of regular salary plus 15 weeks at the difference between 93% of regular salary and UIC benefit.
Meal Allowance:	\$5 (\$4.75) after 3 hours of overtime and \$4 (\$3.75) after 4 more hours. Effective October 1, 1988, \$5.25 and \$4.50 respectively.
Diving Duty Allowance:	\$8.50 (\$8) per hour.
Flying Allowance:	Effective October 1, 1988, \$75 (\$70) per month.

Treasury Board of Canada - Foreign Service Officers (Ind.): An 18-month renewal agreement effective from October 20, 1987* to April 30, 1989, with wages retroactive to April 1, 1987, covering 1,003 employees, settled at the bargaining state. Duration of negotiations - 6 months.

* Previous agreement expired March 31, 1987.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	3.5%	3.5%
	<u>Annual Rates</u>		
	FS-1	\$29,289-\$40,391 (\$28,299-\$39,025)	\$30,314-\$41,805
	FS-2	\$39,547-\$57,175 (\$38,210-\$55,242)	\$40,931-\$59,176

Maximum rates are reached on merit.

Overtime Pay (new):	Employee may receive straight-time hourly rate at employer's discretion for overtime hours worked between Monday and Friday.
Paid Vacation:	Effective October 20, 1987, 4 weeks after 9 (10) years of service. Effective April 1, 1988, 4 weeks after 8 years. Employee receives payment equivalent to any unused vacation time exceeding 40 days. (Previously, unused vacation could be accumulated.)

Addenda

September 1987 Settlements

PAPER AND ALLIED

E. B. Eddy Forest Products Ltd. at Espanola - Locals 74 and 156, Canadian Paperworkers (CLC) (mill employees): Two 36-month renewal agreements effective from May 1, 1987 to April 30, 1990, covering 740 employees, settled with mediation assistance and ratified in September 1987. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	25¢	45¢	4.5%
	Labourer	\$14.26 (\$14.01)	\$14.71	\$15.37
	Tradesman 1	\$18.59 (\$18.34)	\$19.04	\$19.90

Safety Shoe Allowance: \$40 (\$25) per year.

Other terms of settlement are similar to E. B. Eddy Forest Products Ltd. and the Canadian Paperworkers and Machinists, reported on page 369 above, except short work week provision.

TRANSPORTATION

Wardair Canada Inc., system-wide - Local 2413, Machinists (AFL-CIO/CLC) (engineers, technicians, mechanics and maintenance employees): A 34-month renewal agreement effective from July 1, 1987 to April 30, 1990, covering 254 Ontario employees, settled during a work stoppage and ratified in September 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/87</u>	<u>June 1/88</u>	<u>June 1/89</u>
	Increases	4%-7.5%	4%	5.5%
	Equipment Repairman I	\$8.95 (\$8.52)	\$9.31	\$9.82
	Mechanic IV	\$17.97 (\$16.95)	\$18.69	\$19.72
	Air Engineer II	\$20.04 (\$18.73)	\$20.84	\$21.99

Legal Services Plan (new): Employer and employee each contribute \$5.50 per month to union plan for a variety of legal services including divorce, traffic violations including impaired driving charges, and the closing on a house.

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Nepean - Occasional Teachers' Association (Ind.): A 24-month first agreement effective from January 1, 1987 to December 31, 1988, covering 300 employees, settled at the bargaining stage and ratified in September 1987. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Sept. 1/87</u>
	Increases	73¢ per day for Casual Occasional Teacher Without a Degree; \$3.48 for Teacher With a Degree	\$4 per day for Teacher With a Degree
	Daily Rates*		
	<u>Casual Occasional Teacher</u>		
	Without a Degree	\$75.25 (\$74.52)	\$75.25
	With a Degree	\$78.00 (\$74.52)	\$82.00

Effective	Jan. 1/88	Sept. 1/88
Increases	\$3 per day for Teacher Without a Degree; \$4 per day for Teacher With a Degree	\$4 per day for Teacher With a Degree

Casual Occasional Teacher

Without a Degree	\$78.25	\$78.25
With a Degree	\$86.00	\$90.00

* Daily rates include holiday and vacation pay.

Long-Term Occasional Teacher - Employed for a period of 20 or more consecutive teaching days as a replacement for a teacher with a permanent, probationary or temporary contract, receives in both years a daily rate in accordance with the current salary grid for full-time teachers under the Ontario English Catholic Teachers' Association agreement.

Reporting Pay: 1/2 or 1 day's pay when reporting for half or full day placement respectively, as a result of an error by the Board.

The following provisions apply to Long-Term Occasional Teachers only.

Sick Leave: Number of sick leave days to equal 10% of the number of school days of the assignment.

Bereavement Leave: Up to 4 days' paid leave upon death of parent, foster parent, brother, sister, spouse, child, and mother/father-in-law. 1 day's paid leave upon death of son/daughter/brother/sister-in-law and grandparent.

Jury/Witness Leave: Employer pays the difference between regular salary and fees received.

Health and Welfare: OHIP and Major Medical - Employer pays 85% of premium costs.

Life Insurance - Employer pays 80% of premium costs. Benefit is the employee's choice of \$5,000 or 2 1/2 times salary.

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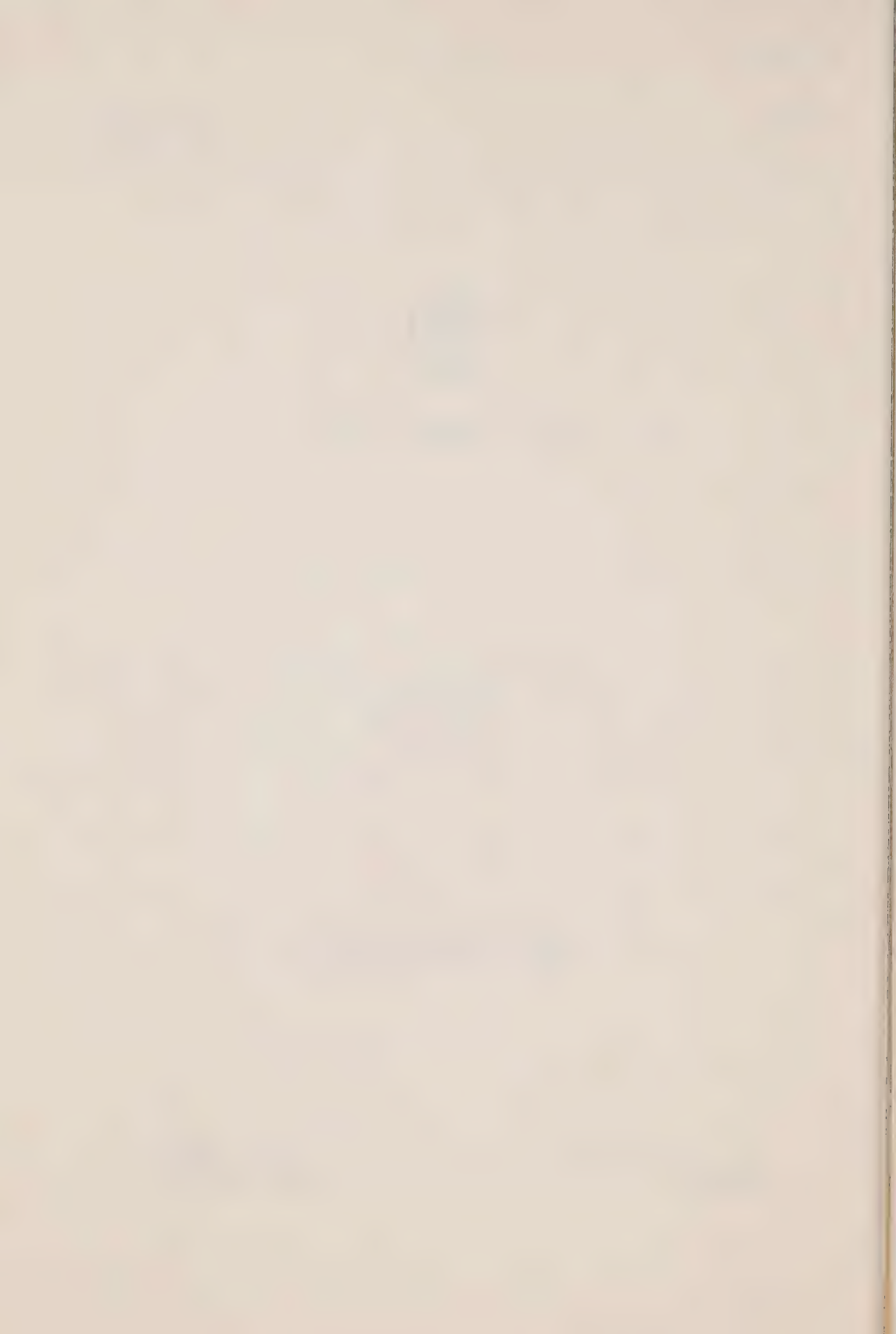
ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
NOVEMBER 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER



Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	410
November 1987 Settlements	
Food and Beverage	413
Textile	413
Clothing	414
Wood	415
Furniture and Fixtures	416
Paper and Allied	417
Printing, Publishing and Allied	418
Primary Metal	421
Machinery	422
Transportation Equipment	423
Non-metallic Mineral Products	427
Chemical and Chemical Products	430
Miscellaneous Manufacturing	430
Transportation	431
Education and Related Services	432
Health and Welfare Services	446
Local Administration	447
Addenda	
July 1987 Settlement	448
September 1987 Settlements	448
October 1987 Settlements	451

Highlights

Fire Fighters: The first major fire fighters settlement in the 1987 round of bargaining was reached at Toronto city. The fire fighters ratified the terms of the new one-year agreement in November after 10 months of bargaining.

All salaries were increased by 5% retroactive to January 1, 1987. The agreement links the first class fire fighter rate to the corresponding rate at York city, and calls for a conditional wage reopener if the York rate at the end of 1987 exceeds the Toronto rate.

In the area of health and welfare benefits, the dental plan was expanded to include major restorative coverage, and medical and dental coverage was extended for dependent full-time students.

Printing Industry: The Newspaper Guild reached settlements with the Globe and Mail and the Ottawa Citizen to renew seven collective agreements covering a total of 863 employees.

At the Globe and Mail, the new two-year agreements provided general wage increases of 6% each year. In addition, some classifications received adjustments averaging 5.5% prior to the first year increase. The weekly rate for a reporter will reach \$870.79 on June 27, 1988. Reporter/photographers and photographers will receive quarterly lump sum payments throughout the term of the agreement.

Other monetary changes included an increase in shift premiums, a reduction in the service requirement for 5 weeks of vacation to 16 years, improvements to a number of health and welfare benefits, and an increase in the safety shoe allowance. Severance pay was also increased and the provision was extended to cover employees affected by contracting out of work.

At the Ottawa Citizen, three-year agreements to expire July 20, 1990 were negotiated. Wages were increased 4.8%, 4.5% and 5% in each year respectively, along with some job classification revisions in the first year. The weekly rate for a reporter will reach \$851.01 on July 21, 1989.

Under the new terms, shift premiums, call-back pay and Boxing Day pay were increased. Employees with 30 years of service will receive 2 additional days of vacation. In other areas, the bereavement leave provision was extended and the mileage allowance was increased.

Index to Settlements Reported, November 1987

Employer and Location	Union	Page
Accurcast Die Casting Ltd., Wallaceburg	Molders (AFL-CIO/CLC)	421
Avon Sportswear, Toronto	United Garment Workers (AFL-CIO/CLC)	414
Brant County Roman Catholic Separate School Board, Brantford	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	432
Budd Canada Inc., Kitchener	Cdn. Auto Workers (CLC) (production, office and technical empls.)	423
Cdn. Newspapers Co. Ltd., The Globe and Mail Div., Toronto	Newspaper Guild (AFL-CIO/CLC) (Advertising, Circulation, Editorial and Maintenance-Delivery Depts. empls. and District Sales Representatives)	418
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC) (production and office empls.)	451
Connaught Laboratories Ltd., Toronto and Bolton	Energy and Chemical Workers (CLC)	430
Consumers Packaging Inc., Toronto	Cdn. Auto Workers (CLC)	427
Dominion Textile Inc., Caldwell Div., Iroquois	United Textile Workers (AFL-CIO/CLC)	413
Durham Region Roman Catholic Separate School Board, Oshawa	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	433
Dylex Ltd., Weston Apparel Manufacturing Co. Div., Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	414
Extendicare Health Services Inc., Sudbury (York), Timmins, Kapuskasing (Tri-Town), Hearst (Cochrane) and Haileybury (Tri-Town)	CUPE (CLC) (full-time and part-time service empls.)	446
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	448
Hastings County Board of Education, Belleville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	434
Hastings County Board of Education, Belleville	Ont. Secondary School Teachers' Fed. (Ind.)	435
Husmann Store Equipment Ltd., Brantford	Cdn. Auto Workers (CLC)	423

Index to Settlements Reported, November 1987

Employer and Location	Union	Page
Kodak Canada Inc., Toronto	Employees Assn. (Ind.)	430
La-Z-Boy Canada Ltd., Waterloo	Communications-Electrical Workers (CLC)	451
Leaf Confections Ltd., Scarborough	Bakery and Tobacco Workers (AFL-CIO/CLC)	413
Leeds and Grenville County Board of Education, Brockville	Ont. Secondary School Teachers' Fed. (Ind.)	436
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO)	415
Lincoln County Board of Education, St. Catharines	Ont. Secondary School Teachers' Fed. (Ind.)	437
McMaster University, Hamilton	Cdn. Educational Workers (Ind.)	444
Metropolitan Separate School Board, Toronto	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary, secondary and continuing education teachers)	437
MTD Products Ltd., Kitchener	Cdn. Auto Workers (CLC)	450
Nipissing Board of Education, North Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	439
Norfolk Board of Education, Simcoe	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	440
Ontario Store Fixtures Inc., Steel Div., Toronto	United Steelworkers (AFL-CIO/CLC)	416
Paperboard Industries Corp., Trent Valley Div., Trenton	Cdn. Paperworkers (CLC)	417
Pilkington Group, LOF Glass of Canada Ltd. Div., Lindsay	Cdn. Auto Workers (CLC)	429
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CFL)	427
Southam Press Inc., The Citizen Div., Ottawa	Newspaper Guild (AFL-CIO/CLC) (Business Office, Circulation, Editorial and Maintenance Departments, fleet control and other empls.)	420

Index to Settlements Reported, November 1987

Employer and Location	Union	Page
St. Lawrence Seaway Authority, Ontario and Quebec	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	431
Sudbury District Roman Catholic Separate School Board, Sudbury	Assn. des Enseignants Franco-Ontariens (Ind.)	441
Toronto City Corp.	Intl. Fire Fighters (AFL-CIO/CLC)	447
Toronto Western Hospital	CUPE (CLC) (full-time office and clerical empls.)	448
Trent University Board of Governors, Peterborough	Faculty Assn. (Ind.)	445
V.I.P. Hotels Ltd., The Sutton Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC) (full-time and part-time empls.)	453
V.M.E. Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	422
Wardair Canada Inc., Mississauga	Cdn. Auto Workers (CLC)	432
Waterloo County Board of Education, Kitchener	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	441
Weldwood of Canada Ltd., Longlac Plywood Div., Longlac	Carpenters (AFL-CIO)	416
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	443
Zehrmart Ltd., Zehrs Markets Div., southwestern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail store empls.)	452

FOOD AND BEVERAGE

Leaf Confections Limited at Scarborough - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 22, 1987 to November 21, 1990, covering 230 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 22/87	Nov. 22/88	Nov. 22/89
	Increases	5%, with a minimum 50¢	5%	5%, with a minimum 50¢
	Group 4 (Utility)	\$8.56-\$8.76 (\$8.06-\$8.26)	\$8.99-\$9.20	\$9.49-\$9.70
	Maintenance (Machinist)	\$14.52-\$14.63 (\$13.93)	\$15.25-\$15.36	\$16.01-\$16.13

Maximum rates are reached after 12 (9) months.

Paid Holidays: 2 additional days are added for a total of 12 (11) days.

Health and Welfare: Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective July 1, 1988, root canal coverage is added (new).

Pension Plan (new): Employer Contribution - Effective December 31, 1988, 2¢ per hour worked. Details are not available.

Safety Shoe Allowance: \$55 (\$50) every 12 months if needed and \$35 (\$30) towards a second pair if needed before 12 months. Effective November 22, 1988, \$57.50 and \$40 respectively. Effective November 22, 1989, \$60 and \$45 respectively.

TEXTILE

Dominion Textile Inc., Caldwell Division at Iroquois - Local 478, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 27, 1987 to September 26, 1989, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 27/87	Sept. 25/88
	General Increases	3.7%	4%
	Additional Adjustment	20¢ to Stationary Engineer	
	Sweeper-Sewing Room	\$8.455 (\$7.515*)	\$8.795
	Stationary Engineer 2nd Class	\$12.310 (\$10.94*)	\$12.800

* During the previous agreement, increases of 2%, 3% and 3.5% were treated as an add-on. Effective September 27, 1987, these add-ons are incorporated into wages.

Paid Vacation:	4 weeks after 15 (20) years of service.
Bereavement Leave:	1 day's paid leave to attend funeral of grandchild (new).
Health and Welfare:	<u>Major Medical and Life Insurance</u> - Effective November 4, 1987, employer pays 60% (50%) of premium costs.
Technological Change:	Maximum of 35 (20) days on the job training for employee permanently displaced due to technological change or reduction of machinery.

CLOTHING

Avon Sportswear at Toronto - Local 253, United Garment Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from November 18, 1987* to September 14, 1989, with wages retroactive to September 15, 1987, covering 300 employees, settled with mediation assistance. Duration of negotiations - 2 months.

* Previous agreement expired September 14, 1987.

Wages:	Effective	<u>Sept. 15/87</u>	<u>Sept. 15/88</u>
	General Increases	4%	4%
	Additional Adjustments	Introduction of new wage schedule	
	<u>Embroidery</u>		
	Trimmers & Loaders	\$5.20-\$5.72 (\$5.00-\$5.50)	\$5.41-\$5.95
	<u>Cutting</u>		
	Promotion & Big Lays	\$10.40-\$11.44 (\$10.00-\$11.00)	\$10.82-\$11.90
	Maximum rates for Trimmers & Loaders are reached after two 3-month increases and for Promotion & Big Lays after two 6-month increases.		

Bereavement Leave:	1 day's paid leave when unable to attend funeral of spouse, parent, or child (new).
Health and Welfare:	<u>OHIP</u> - Effective November 18, 1987, employer pays 60% (55%) of premium costs.

Dylex Limited, Weston Apparel Manufacturing Company Division at Toronto - Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1987 to November 30, 1990, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>May 6/88</u>	<u>Dec. 1/88</u>	<u>Dec. 1/89</u>
	General Increases	30¢	30¢	25¢
	Sample rates are not available.			

Paid Holidays: Effective December 1, 1989, Civic Holiday is added for a total 9 (8) days.

WOOD

Levesque Plywood Limited at Hearst - Local 2995, Carpenters (AFL-CIO): A 36-month renewal agreement effective from June 1, 1987 to May 31, 1990, covering 229 employees, settled with mediation assistance. Duration of negotiations - 4½ months.

Wages:	Effective	<u>June 1/87</u>	<u>Nov. 2/87</u>
	General Increases	40¢	10¢
	Additional Adjustments	71¢ for Mechanic; 2¢-4¢ for certain classifications	
	Labourer-Plywood	\$11.56 (\$11.16)	\$11.66
	Electrician-Class A	\$14.61 (\$14.21)	\$14.71
	Effective	<u>June 1/88</u>	<u>June 1/89</u>
	General Increases	50¢	5%
	Labourer-Plywood	\$12.16	\$12.77
	Electrician-Class A	\$15.21	\$15.97

Paid Vacation: Effective June 1, 1989, 6 weeks after 30 years of service (new).

Bereavement Leave: 5 (3) days' paid leave upon death of immediate family member.

Health and Welfare: The following changes are effective December 1, 1987, unless stated otherwise.

Life Insurance - Benefit is \$25,000 (\$22,500).

Long Term Disability - Maximum benefit is \$1,100 (\$1,000) per month.

Weekly Indemnity - Maximum benefit is \$318 (\$295). Effective in 1988, benefit is equal to the UIC maximum benefit.

Dental Plan - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective June 1, 1988, the 1987 O.D.A. fee schedule. Effective June 1, 1989, the 1988 O.D.A. fee schedule.

Pension Plan: Employer Contribution - Effective January 1, 1988, \$25 (\$15) per month per employee and an additional \$15 (unchanged) per month conditional on the employee contributing \$15.

Safety Shoe Allowance: Effective December 1, 1987, \$13 (\$12) per year. Effective June 1, 1988, \$14. Effective June 1, 1989, \$15.

Weldwood of Canada Limited, Longlac Plywood Division at Longlac - Local 2693, Carpenters (AFL-CIO): A 36-month renewal agreement effective from June 1, 1987 to May 31, 1990, covering 281 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 1/87</u>	<u>June 1/88</u>	<u>June 1/89</u>
	General Increases	50¢	50¢	5%
	Dryer Feeder	\$11.79 (\$11.29)	\$12.29	\$12.91
	Electrician Class "A"	\$14.90 (\$14.40)	\$15.40	\$16.17

Lump Sum Settlement Payment: \$200 per employee.

Shift Premium: Effective December 1, 1987, 0-23¢-25¢ (0-22¢-24¢). Effective June 1, 1988, 0-25¢-27¢. Effective June 1, 1989, 0-27¢-29¢.

Bereavement Leave: 5 (3) days' paid leave to attend the funeral of spouse or child. 3 days' paid leave upon death of brother/sister-in-law (new).

Health and Welfare: The following changes are effective December 1, 1987, unless stated otherwise.

Life Insurance - Benefit is \$35,000 (\$30,000).

Weekly Indemnity - Maximum benefit is \$318 (\$295). Effective June 1, 1988, maximum benefit is the UIC maximum benefit.

Long Term Disability - Maximum benefit is \$1,100 (\$1,000) per month.

Dental Plan - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective June 1, 1988, the 1987 O.D.A. fee schedule. Effective June 1, 1989, the 1988 O.D.A. fee schedule.

Pension Plan: Employer Contribution - An additional \$15 per month, conditional on the employee contributing \$15 per month (new). Contributions for all employees (previously for employees at least 25 years of age).

FURNITURE AND FIXTURES

Ontario Store Fixtures Inc., Steel Division at Toronto - Local 5338, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 17, 1987 to July 16, 1989, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 17/87</u>	<u>July 17/88</u>
	General Increases	4.7%	4.7%

	Effective	<u>July 17/87</u>	<u>July 17/88</u>
	Skilled Trades Adjustments	15¢ except Light Fixture Electrician	5¢ for Light Fixture Electrician
	Machine Operator	\$9.36 (\$8.94)	\$9.80
	Light Fixture Electrician	\$12.29 (\$11.74)	\$13.07
Lead hand Premium:	35¢ (30¢) per straight-time hour worked.		
Paid Vacation:	Up to 1 year's entitlement will be pro-rated (new). 4 weeks after 12 (13) years of service and 5 weeks after 20 years of service (new).		
Health and Welfare:	<u>Weekly Indemnity</u> - Effective July 17, 1988, payable a 1-6-26 (1-8-26) basis. <u>Major Medical</u> - Maximum lifetime benefit is \$20,000 (\$15,000). Semi-private hospitalization coverage is added (new). <u>Drug Plan</u> - Effective January 1, 1988, maximum deductible is \$10 per year. (Previously \$10 single and \$20 family deductibles per year.) <u>Dental Plan</u> - Effective July 17, 1988, coverage is based on the previous year's (1985) Ontario Dental Association fee schedule.		
Meal Allowance (new):	\$6 or meal is provided after 3 or more hours of unscheduled overtime.		

PAPER AND ALLIED

Paperboard Industries Corporation, Trent Valley Division at Trenton - Local 1489, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from September 15, 1987 to September 14, 1990, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 15/87</u>	<u>Sept. 15/88</u>	<u>Sept. 15/89</u>
	General Increases	25¢	45¢	4.5%
	Trades Labour	\$12.91 (\$12.66)	\$13.36	\$13.96
	Machine Tender (West Mill)	\$15.35 (\$15.10)	\$15.80	\$16.51
	Engineer 2nd Class	\$15.73 (\$15.48)	\$16.18	\$16.91
Shift Premium:	0-40¢-52¢ (0-37¢-47¢). 12-hour shifts - 63¢ (54¢).			
Pay for Work on Paid Holidays:	Boilermaker and Fireman receive time and one-half for work performed on Christmas Eve and New Year's Eve (new).			

Standby Pay:	8 hours' pay at the regular rate for two Mechanics on standby with a pager (new).
Paid Vacation:	5 weeks after 19 (21) years of service and 6 weeks after 25 (27) years.
Vacation Bonus:	10 (8) hours' regular pay as a bonus if vacation is taken between January 1 and April 30.
Bereavement Leave:	Up to 5 (3) days' paid leave upon death of parent.
Health and Welfare:	<u>Life Insurance and A. D. & D.</u> - Benefit is \$30,000 (\$25,000). <u>Life Insurance for Retirees</u> - Benefit is \$3,000 (\$2,500). <u>Weekly Indemnity</u> - Maximum benefit is \$318. (Previously, the UIC maximum.) Effective September 15, 1988, \$338. Effective September 15, 1989, \$358. <u>Vision Care (new)</u> - Maximum claim is \$75 per person every 2 years. <u>Dental Plan</u> - Coverage is based on the previous year's (1982) Ontario Dental Association fee schedule. Effective September 15, 1988, maximum orthodontic benefit is \$1,000 (\$500). Effective September 15, 1989, major restorative coverage with 50%-50% co-insurance and a maximum annual claim of \$500 (new).
Pension Plan:	Plan has been negotiated for the period September 15, 1987 to the expiry of the subsequent collective agreement. <u>Basic Benefit</u> - Benefit is 1.5% (1%) of annual earnings times years of service. Effective September 15, 1988, 1.55%. <u>Early Retirement</u> - Employee with 20 years of service may retire at age 62 with full pension (new).
Safety Shoe Allowance:	\$55 (\$40) per year.

PRINTING, PUBLISHING AND ALLIED

Canadian Newspapers Company Limited, The Globe and Mail Division, at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC) (Advertising, Circulation, Editorial and Maintenance-Delivery Departments employees and District Sales Representatives): Five 24-month renewal agreements effective from July 1, 1987 to June 30, 1989, covering 490 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	July 1/87	June 27/88
	General Increases	6%	6%
	Additional Adjustments	Average 5.5% for certain classifications, prior to the 6% increase	

Effective	<u>July 1/87</u>	<u>June 27/88</u>
<u>Minimum Weekly Rates</u>		
<u>Advertising</u>		
Telephone Clerk	\$314.99-\$404.81 (\$297.16-\$381.90)	\$339.89-\$429.10
Marketing Services Administrator	\$848.00 (\$768.75)	\$898.88
<u>Circulation</u>		
Group D (Office Messenger)	\$288.64-\$336.56 (\$272.30-\$317.51)	\$305.96-\$356.75
Group AA (Subscriptions Analyst)	\$377.38-\$525.97 (\$356.02-\$496.20)	\$400.02-\$557.53
<u>District Sales Representative</u>	\$446.06-\$715.25 (\$420.81-\$674.76)	\$472.82-\$758.16
<u>Editorial</u>		
Group I (Copy Messenger)	\$289.90-\$330.47 (\$273.49-\$311.76)	\$307.29-\$350.29
Group DD (includes Reporter)	\$473.93-\$821.50 (\$447.10-\$733.42)	\$502.37-\$870.79
Group A (includes Editorial Writer)	\$858.60 (\$768.12)	\$910.12
<u>Maintenance-Delivery</u>		
Loader	\$403.61 (\$380.76)	\$427.82
Electrician	\$760.47 (\$717.42)	\$806.09

Maximum rates for Copy Messenger and Office Messenger are reached after 1 year, for Telephone Clerk after 3 years, for Subscription Analyst after 4 years and for Reporter after 6 (5) years.

Lump Sum Payments: \$160 per quarter for Reporter/Photographer, \$300 per quarter for Photographers.

Other Adjustments: \$20 per week for Head Receptionist, Advertising Dept.

Shift Premium: \$9 (\$7.50) per night shift, \$11 (\$9) per night shift for District Representative whose shift starts between midnight and 5 a.m., \$11 (new) per night shift for Home Delivery Dispatcher.

Multiple Classification Pay (new): In the case of permanent transfer, employee is credited with 75% of current anniversary year service in the lower classification and the date for advancement is adjusted accordingly (new).

Paid Vacation: Effective September 1, 1988, 5 weeks after 16 (18) years of service.

Health and Welfare: Hearing Aid (new) - Maximum lifetime claim is \$300 per person.
Vision Care - Maximum claim is \$100 (\$75) every 2 years.
Dental Plan - Effective January 1, 1988, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1989, the 1987 O.D.A. fee schedule.

Safety Shoe Allowance (Maintenance-Delivery): Maximum \$65 (\$55) per year.

Severance Pay: 1 week's pay for every 5 months of service to a maximum of 52 (49) weeks' pay, plus 15% of the above payment plus \$500 (new), for employee dismissed due to technological change (unchanged), or contracting out of work (new).

Southam Press Inc., The Citizen Division at Ottawa - Local 205, Newspaper Guild (AFL-CIO/CLC) (Business Office, Circulation, Editorial and Maintenance Departments, fleet control and other employees): Two 36-month renewal agreements effective from July 21, 1987 to July 20, 1990, covering 373 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 21/87</u>	<u>July 21/88</u>	<u>July 21/89</u>
	General Increases	4.8%	4.5%	5%
	Additional Adjustments	Some job classification revisions		
	<u>Guild Employees</u>			
	<u>Weekly Rates</u>			
	Office Person	\$397.92 (\$379.69)	\$415.83	\$435.79
	Reporter 5 years	\$775.59 (\$740.07)	\$810.49	\$851.01
	Assistant City Editor	\$827.71 (\$789.80)	\$864.96	\$908.21

Shift Premium: Minimum \$15 (\$12) per shift for employees required to perform duties not covered by the agreement, plus pay at their classification maximum rate.

\$10 (\$9.50) per shift between 6 p.m. and 6 a.m. and an additional \$15 (\$5) per shift when required to work a split shift.

Call-Back Pay: \$20 (\$15) per call-back.

Paid Vacation: 6 weeks plus 2 additional days after 30 years of service (new).

Pay for Work on Paid Holidays:	Double-time for all hours worked on Boxing Day. (Previously, time and one-half for the first 3 hours and double-time thereafter.)
Bereavement Leave:	5 (3) days' paid leave upon death of a grandchild and 1 day for brother/sister-in-law (new).
Mileage Allowance:	23¢-25.5¢ (17.4¢-24.8¢) per kilometre depending on current average price per litre of unleaded gas.

PRIMARY METAL

Accurcast Die Casting Limited at Wallaceburg - Local 93, Molders (AFL-CIO/CLC): A 36-month renewal agreement effective from November 8, 1987* to November 18, 1990, covering 278 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8½ months.

* Previous agreement was scheduled to expired November 18, 1987.

Wages:	Effective	<u>Nov. 8/87</u>	<u>Nov. 20/88</u>
	COLA Fold-in	50¢	50¢
	General Increases	30¢	25¢
	Additional Adjustments	2¢-35¢ for certain classifications	
	Job Class 0 (includes Labourer)	\$8.73 (\$7.93)	\$9.48
	Job Class 11 (includes Tool Maker)	\$13.20 (\$12.40)	\$13.95
	Effective	<u>Nov. 19/89</u>	<u>May 6/90</u>
	COLA Fold-in	25¢	25¢
	General Increase	25¢	
	Job Class 0	\$9.98	\$10.23
	Job Class 11	\$14.45	\$14.70

Cost of Living Allowance: \$1.89 COLA was generated under previous agreements; a total of \$1.50 is folded into wages on the dates shown above and 39¢ continues to float.

1¢ per 0.4 point change in the Consumer Price Index - 1971=100, using the September 1987 index as the base. Adjusted quarterly. (Basic formula is unchanged.) Effective March 1990, 1¢ per 0.35 point change in the CPI - 1971=100.

Shift Premium: Effective November 20, 1988, 0-35¢-40¢ (0-30¢-35¢).

Health and Welfare: Life Insurance - Benefit is \$13,500 (\$11,500). Effective November 20, 1988, \$15,000. Effective November 19, 1989, \$16,500.

Safety Shoe Allowance: Effective January 1, 1988, \$45 (\$40) per year. Effective January 1, 1989, \$50. Effective January 1, 1990, \$55.

MACHINERY

V.M.E. Equipment of Canada Limited, previously Clark Equipment of Canada Ltd. at St. Thomas - Local 2183, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from August 31, 1987 to August 31, 1990, covering 400 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 31/87</u>	<u>Sept. 5/88</u>	<u>Sept. 4/89</u>
Increases		22¢-30¢ for Groups 1-9	7¢-15¢	7¢-15¢
COLA Fold-in		\$1.03		
Pay Group 1 (General Labourer)		\$11.19-\$11.28 (\$9.94-\$10.03)	\$11.26-\$11.35	\$11.33-\$11.42
Pay Group 9 (includes Maintenance Repair - with advanced electronics) (previously, Group 7 - without advanced electronics.)		\$13.63-\$13.72 (\$12.30-\$12.39)	\$13.78-\$13.87	\$13.93-\$14.02

Maximum rates are reached after 6 months.

Cost of Living Allowance: \$1.53 COLA was generated during the previous agreement; \$1.03 is folded in and 50¢ continues to float.

1¢ per 0.34 point change in the Consumer Price Index - 1971=100, using the August 1987 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-25¢-28¢ (0-20¢-23¢).

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Health and Welfare: The following changes are effective January 1, 1988, unless otherwise stated.

Life Insurance - Benefit is \$16,000 (\$15,000).

Weekly Indemnity - Benefit is \$220 (\$210). Effective September 1, 1988, \$230. Effective September 1, 1989, \$240.

Dental Plan - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule. Effective October 1, 1988, the 1987 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$17 (\$15) per month per year of service.

Total and Permanent Disability Retirement Pension - \$34 (\$30) per month per year of service.

Hussmann Store Equipment Limited at Brantford - Local 397, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from November 30, 1987* to December 8, 1989, covering 415 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired November 27, 1987.

Wages:	Effective	<u>Nov. 30/87</u>	<u>Dec. 5/88</u>
General Increases		48¢	52¢
Group I (includes Material Handler, previously Group II)		\$12.54 (\$12.06)	\$13.06
Millwright and General Maintenance		\$14.53 (\$14.05)	\$15.05

Start Rate - 75% of job rate, progressing to job rate after four 6-month and one 4-month increase. (Previously, 85% of job rate, progressing to job rate after three 6-month increases.)

Shift Premium: 0-35¢-35¢ (0-32¢-32¢).

Bereavement Leave: 1 day's paid leave to attend funeral of step-brother/sister (new).

Health and Welfare: Life Insurance and A. D. & D. - Effective December 5, 1988, benefit is \$17,000 (\$16,000).

Weekly Indemnity - Partial week's benefit based on 1/5 (1/7) of weekly benefit for each calendar year disabled.

Long Term Disability - Maximum benefit is \$300 (\$250) per month.

Dental Plan - Maximum lifetime orthodontic benefit is \$1,200 (\$1,000).

Medical Certificates: Employer pays up to \$10 (\$5) for required medical certificates and forms completed by a doctor.

Pension Plan: Basic Benefit - Effective December 1, 1987, \$16 (\$15.25) per month per year of service. Effective December 1, 1989, \$16.75.

Early Retirement Benefit - Employee with 30 or more years of service may retire at age 62 without actuarial reduction. (Previously, reduced by 3% per year between ages 62 and 65.) Employee aged 55 (60) with 10 or more years of service may retire with an actuarially reduced pension.

TRANSPORTATION EQUIPMENT

Budd Canada Inc. at Kitchener - Local 1451, Canadian Auto Workers (CLC) (production, office and technical employees): Two 36-month renewal agreements effective from April 25, 1988 to April 21, 1991, with wages retroactive to April 4, 1988, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 4/88</u>	<u>Apr. 3/89</u>	<u>Apr. 2/90</u>
General Increases		3%	25¢	25¢
COLA Fold-in		\$1.27 for hourly rated employees, 59¢ for incentive employees		
Special Incentive Allowance			7¢	
Special Canadian Adjustment			74¢	
Allowance for Skilled Trades and Office Grades 12 and 13			40¢	

Hourly Rated Employees

Labourer	\$14.47 (\$12.82)	\$15.46	\$15.71
Tool and Die Maker	\$17.96 (\$15.82)	\$18.95	\$19.20

Previous rates reflect 86¢ COLA folded in during the previous agreement.

Lump Sum Settlement Payment: \$850 per employee.

Cost of Living Allowance: For hourly rated employees, \$1.27 is folded into wages effective April 4, 1988 and 74¢ Special Canadian Adjustment is folded in April 3, 1989, leaving 5¢ as a float. For incentive employees, 59¢ is folded into rates April 4, 1988 and 7¢ Special Incentive Allowance is folded in April 3, 1989, leaving 5¢ as a float.

1¢ per 0.1 point change in the Consumer Price Index - 1981=100, using the average index for October, November and December 1987 as the base. 1¢ from each of the 11 quarterly adjustments to be diverted, plus the first 20¢ COLA generated net of diversions is to be offset against the costs of the settlement. (Basic formula is unchanged. Previously, annual fold-ins and a total of 13¢ diverted.)

Shift Premium: Effective April 4, 1988, 0-84¢-\$1.26 (0-74¢-\$1.05). Effective April 3, 1989, 0-90¢-\$1.36. Effective April 2, 1990, 0-92¢-\$1.39.

Split Shift - 93¢ (83¢). Effective April 3, 1989, 99¢. Effective April 2, 1990, \$1.01.

Health and Welfare: Life Insurance - Effective April 1, 1988, benefit is \$31,500 (\$27,500). Effective August 1, 1989, \$34,000. Effective August 1, 1990, \$35,000.

A. D. & D. - Effective August 1, 1988, benefit is \$15,750 (\$13,750). Effective August 1, 1989, \$17,000. Effective August 1, 1990, \$17,500.

Life Insurance for Retirees - Effective August 1, 1988, benefit is \$4,000 (\$3,000).

Weekly Indemnity - Effective May 1, 1988, benefit is \$385 (\$350). Effective May 1, 1989, \$410. Effective May 1, 1990, \$435.

Long Term Disability - Effective August 1, 1988, benefit is \$1,175 (\$990) per month for employees with less than 10 years of service and \$1,305 (\$1,110) per month for employees with 10 or more years of service. Effective August 1, 1989, \$1,265 and \$1,405 respectively. Effective August 1, 1990, \$1,295 and \$1,440 respectively.

Minimum benefit for current recipients is \$900 (previously, no minimum) per month. Benefits will not be offset for future C.P.P. increases.

Transition Survivor Income Benefit - Effective May 1, 1988, maximum \$450 (\$350) per month for surviving spouse or \$475 (\$375) for surviving spouse with dependent children.

Bridge Survivor Income Benefit - Effective May 1, 1988, maximum \$400 (\$350) per month for surviving spouse or \$475 (\$350) for surviving spouse with dependent children. Health care benefits paid to age 65 or until spouse remarries (previously, for a maximum of 6 months.)

Major Medical - Coverage extended to new services, including insulin pressure injection devices to a maximum of \$800 every 5 years (new). Semi-private coverage is provided for extended care in homes for the aged and rest homes, with rate not to exceed licensed nursing home rates (new). Services of a Registered Nurse are provided for up to 2 hours per day for home care when prescribed (new). Out-of-province coverage includes air ambulance services and attendants' fare from any location in North America to a hospital in the patient's home province (new).

Vision Care - Effective August 1, 1988, maximum claim is \$135 (\$125) without prescription every 2 years and \$140 (\$130) with prescription every year. Effective August 1, 1989, \$145 and \$150 respectively. Effective August 1, 1990, \$155 and \$160 respectively.

Dental Plan - Effective May 1, 1988, periodontal coverage expanded. Maximum lifetime orthodontic benefit is \$1,250 (\$1,000).

Hearing Aid - Maximum claim is \$750 (\$500) every 3 years. Coverage extended to include repairs (new).

Pension Plan:

Plan has been renegotiated for the period April 1, 1988 to April 21, 1994.

Future Retirees

Pension Indexing (new) - The amount of COLA paid annually beginning April 1989 will be the lesser of:

- 1) 90% of the annual increase in the Consumer Price Index from January 31, 1988 to February 1, 1989.
- 2) the amount that, when added to the employee's pension benefit, would be equal to the pension benefit an active worker would receive if retiring that year.

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date and wage level as shown:

For retirements effective	Benefit
April 1, 1988	\$28.00-\$28.50 (\$22.05-\$22.55)
April 1, 1989	\$29.50-\$30.00
April 1, 1990	\$31.00-\$31.50
April 1, 1991	\$32.50-\$33.00
April 1, 1992	\$34.00-\$34.50
April 1, 1993	\$36.00-\$36.50

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date as shown:

For retirements effective	Benefit
April 1, 1988	\$1,505 (\$1,205)
April 1, 1989	\$1,575
April 1, 1990	\$1,645
April 1, 1991	\$1,715
April 1, 1992	\$1,785
April 1, 1993	\$1,875

Eligible employee who opts for early CPP benefits receives no reduction in pension supplement.

Normal Retirement Age - Automatic retirement age is 65 (70); employees aged 64 or over are allowed one more year before mandatory retirement.

Credited Service - Continues while employee is on maternity leave (new).

Current Retirees

Basic Monthly Benefits Per Year of Service - Benefits are increased by \$1 to \$3, depending on date of retirement, and will range from \$17.90-\$23.55 (\$14.90-\$22.55) depending on wage level and retirement date.

The above benefits will be increased as follows:

Effective

April 1, 1989	75¢
April 1, 1990	75¢
April 1, 1991	80¢
April 1, 1992	85¢
April 1, 1993	85¢

Paid Legal
Services Plan
(new):

Funding - Employer contributes 5¢ per straight time hour worked.

Safety Shoe
Allowance:

Maximum \$50 (\$40) for 1 pair per year, and up to \$50 (\$40) for a second pair for shipping department employees who are required to work outside on a regular basis.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	Increases	38¢-61¢	50¢
	Additional Adjustments	Some classification adjustments	
	<u>Minimum Rates</u>		
	Labourer	\$8.91 (\$8.53)	\$9.41
	Electrician	\$14.00 (\$13.39)	\$14.50

Helper Improver
Premium:

1/7 per hour of the difference between the Experienced Helper rate and Trade "A" classification, and an additional 1/7 per hour every 6 months until reaching the "A" rate. (Previously, 39¢ per hour, increasing by 39¢ per hour every 6 months until reaching the Mechanic's minimum rate.)

Shift Premium:

0-50¢-65¢ (0-50¢-60¢).

Paid Vacation:

4 weeks after 22 (25) years of service.

Health and
Welfare:

Life Insurance and A. D. & D. - Benefit is \$25,000 (\$20,000).

Weekly Indemnity - Benefit is \$300 (\$270).

Major Medical - Effective January 1, 1988, annual deductible of \$10 (\$25) per person.

Dental Plan - Effective in 1988, coverage is based on the 1988 (1987) Ontario Dental Association fee schedule. Deductible on basic services eliminated (previously \$25).

Pension Plan:

Employer Contribution - 40¢ (30¢) per hour paid.

NON-METALLIC MINERAL PRODUCTS

Consumers Packaging Inc., previously Consumers Glass Company Ltd. at Toronto - Local 29, Canadian Auto Workers (CLC)*: A 36-month renewal agreement effective from June 20, 1987 to June 19, 1990, covering 760 employees, settled with mediation assistance. Duration of negotiations - 7 months.

* Previously, Aluminum, Brick and Glass Workers (AFL-CIO/CLC) Local 200G.

Wages:	Effective	June 20/87	June 20/88	June 20/89
General Increases		46¢	40¢	33¢
Skilled Trades Adjustments		20¢	15¢	15¢
Additional Adjustments		8¢ for Welder/Fitter classifications		
General Labourer		\$12.69 (\$12.23)	\$13.09	\$13.42
Electrician		\$15.05-\$15.31 (\$14.39-\$14.65)	\$15.60-\$15.86	\$16.08-\$16.34

Maximum rate for Electrician is reached after 2 annual increases.

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using the April 1987 index as the base. Adjusted quarterly. Triggered at 5% in each year. Folded into wages on June 20, 1988 and 1989. (Basic formula is unchanged. Previously, formula did not trigger.)

Shift Premium: 0-24¢-32¢ (0-22¢-30¢). Effective June 20, 1988, 0-25¢-33¢.

Health and Welfare: Vision Care - Effective November 11, 1987, maximum claim is \$100 (\$70) every 2 years.

Continuation of Benefits (new) - Employee who elects early retirement is eligible for OHIP, Blue Cross, Extended Health Care and semi-private hospital coverage to age 65.

Pension Plan: A new flat rate benefit pension plan was negotiated to replace the existing wage related benefit plan.

Basic Future Service Benefit - Effective January 1, 1988, \$30 per month per year of service.

Minimum Basic Past Service Benefit - Effective January 1, 1988, \$21 per month per year of service. Effective January 1, 1989, \$22.

Early Retirement (new) - Pension is reduced by 0.5% for each month under age 62. Effective January 1, 1989, reduced by 0.5% for each month under age 60.

Bridging Benefit (new) - Effective January 1, 1988, employee who retires at age 62 or over receives \$14 per month per year of service to a maximum of 30 years, to age 65 or during employee's lifetime. Effective January 1, 1989, age 60 or over.

Survivor Benefit (new) - Retired employee electing survivor benefit option has the regular basic benefit reduced by 12%. However, such percentage will be increased or decreased by a factor of 0.5% for each year, depending on whether the spouse is 5 or more years older or younger respectively than the employee.

Disability Retirement Benefit (new) - Effective January 1, 1988, eligible employee who does not qualify for total and permanent disability benefits under the employer's Life Insurance policy, may retire following expiration of the maximum benefit period under the Weekly Indemnity Plan. Benefit is equal to the basic accrued pension at the time of disability retirement.

Safety Shoe Allowance: \$40 (\$37) per pair.

Tool Allowance: \$110 (\$95) per year.

Paid Education Leave (new): Employer Contribution - 1¢ per hour worked, to a fund providing union education.

Pilkington Group, LOF Glass of Canada Ltd. Division at Lindsay - Local 2225, Canadian Auto Workers (CLC): A 23-month first agreement effective from November 23, 1987 to October 31, 1989, covering 520 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 23/87</u>	<u>Oct. 3/88</u>	<u>Apr. 3/89</u>
General Increases*		55¢	30¢	20¢
Plant II Process Worker		\$7.55 (\$7.00)	\$7.85	\$8.05
Plants I & II Tool & Die		\$12.53-\$13.53 (\$11.98-\$12.98)	\$12.83-\$13.83	\$13.03-\$14.03

Maximum rate for Tool & Die is reached after 361 working days.

* Skilled trades employees earning a higher rate than the new wage rates are red-circled.

Hours of Work: 40 hours per week.

Shift Premium: 0-25¢-30¢. Effective October 3, 1988, 0-30¢-35¢.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, and Christmas Day plus 2 floating days and one other day for a total of 11 days.

Paid Vacation: 3 weeks after 5 years of service and 4 weeks after 15 years.

Health and Welfare: Employer pays 100% of premium costs for the following benefits.

Life Insurance and A. D. & D. - Benefit is \$18,000. Effective October 3, 1988, \$19,000.

Weekly Indemnity - Benefit is 66 2/3% of regular earnings to the UIC maximum, payable on a 1-1-4-26 basis.

Dental Plan - Coverage is based on the 1986 Ontario Dental Association fee schedule.

Pension Plan: Employer Contribution - An amount equal to 2% of employee earnings to a Deferred Pension Savings Plan.

Safety Shoe Allowance: \$45 per year.

CHEMICAL AND CHEMICAL PRODUCTS

Connaught Laboratories Limited at Toronto and Bolton - Local 67, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from October 1, 1987 to September 30, 1989, covering 473 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
	General Increases	5.5%	4.8%
	<u>Laboratory Employees</u>		
	Technician 1	\$9.72-\$10.24 (\$9.21-\$9.71)	\$10.19-\$10.73
	Technical Specialist	\$16.04-\$17.11 (\$15.20-\$16.22)	\$16.81-\$17.93

Maximum rates are reached after 2 years.

Health and Welfare: Dental Plan (new) - Effective October 1, 1988, employer pays 67% of premium costs. Coverage is based on the 1988 Ontario Dental Association fee schedule.

MISCELLANEOUS MANUFACTURING

Kodak Canada Inc. at Toronto* - Employees Association (Ind.): A 36-month renewal agreement effective from November 2, 1987 to November 4, 1990, with wages retroactive to November 1, 1987, covering 974 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previously at Brampton and Toronto.

Wages:	Effective	<u>Nov. 1/87</u>	<u>Nov. 6/88</u>	<u>Nov. 5/89</u>
	Increases	65¢-81¢	60¢-81¢	57¢-85¢**
	Additional Adjustments	Some positions reclassified, and Rate Bracket 6 eliminated		
	Rate Bracket 7 (includes Box & Pack Operator)	\$12.74 (\$12.09)	\$13.34	\$13.91
	Rate Bracket 20 (includes Mechanical Technician)	\$20.21 (\$19.40)	\$21.02	\$21.87

** Conditional Wage Reopener if the increase in the Consumer Price Index for the period November 1988 to October 1989 exceeds 4.5%.

Shift Premium: Effective November 6, 1988, 95¢ (90¢) per hour worked between 7 p.m. and 7 a.m. Effective November 5, 1989, \$1.

Paid Vacation: 6 weeks after 30 (35) years of service.

Health and Welfare: Dental Plan - Coverage is based on the current (previous) year's Ontario Dental Association fee schedule. Effective November 6, 1988, 70%-30% (50%-50%) co-insurance for basic coverage, with \$25 single and \$50 family deductibles respectively (new). Maximum lifetime claim for orthodontics is \$2,000 (\$1,200) per person.

Meal Allowance: \$5 (\$3.50) after 2 hours of overtime.

Safety Shoe Allowance: Shoes supplied by employer. (Previously, \$44 per year.)

Tool Allowance: \$50 (\$35) per year.

TRANSPORTATION

St. Lawrence Seaway Authority in Ontario and Quebec - Various Locals, Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters employees): Two 36-month renewal agreements effective from January 1, 1987 to December 31, 1989, covering 803 Ontario employees, settled at the conciliation stage. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/87	Jan. 1/88	Jan. 1/89
General Increases		3%	4%	4.5%
<u>Operations and Maintenance</u> (40 hours per week)				
Labourer	\$12.61 (\$12.24)		\$13.11	\$13.70
Electrician	\$15.80 (\$15.34)		\$16.43	\$17.17
<u>Clerical, Technical and Stores</u> (37.5 hours per week)				
Job Class 2 (Clerk-Records) 0-6 months	\$10.90-\$11.23 (\$10.58-\$10.90)	\$11.34-\$11.68	\$11.85-\$12.21	
Job Class 16 (Real Property Agent) 0-12 months	\$17.44-\$18.64 (\$16.93-\$17.43)	\$18.14-\$19.39	\$18.96-\$20.26	

Cost of Living Allowance: 4¢ for each 1 point increase in the Consumer Price Index - 1971=100, using the average index from November 1985 to October 1986 as the base. Triggered at 8% per year and folded in annually. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Employer Contribution - Effective July 1, 1989, \$46.75 (\$45) for single coverage and \$106 (\$102) for family coverage.

Dental Plan - Effective July 1, 1989, coverage is based on the 1988 (1986) Ontario Dental Association fee schedule.

Wardair Canada Inc. at Mississauga - Local 2213, Canadian Auto Workers (CLC)*: A 26-month renewal agreement effective from August 25, 1987 to October 24, 1989, covering 214 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previously, Canadian Association of Passenger Agents (Ind.).

Wages:	Effective	<u>Aug. 25/87</u>
	Increase	Wage grid restructured, individual increases based on length of service since 1984
	Tour Services Category (new) 0-8 years	\$6.30-\$9.00
	Reservation Agent 0-11 years*	\$7.75-\$13.00 (\$8.16-\$12.49)
	Agency Services Representative 0-8 years*	\$9.50-\$13.60 (\$9.98-\$13.60)

* Previously, maximum rates were reached after eight 9-month increases.

EDUCATION AND RELATED SERVICES

Brant County Roman Catholic Separate School Board at Brantford - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
	Increases	5% for Teachers, 5.5% for Principals	3% for Teachers, 3.5% for Principals
	Teacher-Category D 0-6 years	\$16,997-\$23,650 (\$16,188-\$22,524)	\$17,507-\$24,360
	Teacher-Category A1 0-11 years	\$22,671-\$38,185 (\$21,591-\$36,367)	\$23,351-\$39,331
	Teacher-Category A4 0-13 years	\$27,298-\$48,673 (\$25,998-\$46,355)	\$28,117-\$50,133
	Principal-Category A4 0-3 years	\$52,927-\$56,228 (\$50,168-\$53,297)	\$54,779-\$58,196

Effective	<u>Sept. 1/88</u>
General Increase	5%
Teacher-Category D	\$18,382-\$25,578
Teacher-Category A1	\$24,519-\$41,298
Teacher-Category A4	\$29,523-\$52,640
Principal-Category A4	\$57,518-\$61,106

Responsibility Allowances: Increased in accordance with the salary increases for Teachers.

Health and Welfare: Dental Plan - Employer pays 100% (50%) of premium costs for orthodontic coverage.

Paid Preparation Time (new): Minimum 60 minutes per week per classroom Teacher.

Durham Region Roman Catholic Separate School Board at Oshawa - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases	4.9%	4.9%
	Additional Adjustment		Restructuring of grid for Principal, Elementary
	Teacher-Category D 0-6 years	\$19,849-\$27,618 (\$18,922-\$26,328)	\$20,822-\$28,971
	Teacher-Category A1 0-11 years	\$23,882-\$40,098 (\$22,766-\$38,225)	\$25,052-\$42,063
	Teacher-Category A4 0-13 years	\$28,673-\$50,254 (\$27,334-\$47,907)	\$30,078-\$52,716
	<u>Principal, Elementary</u>		\$59,569-\$63,786
	"B" School 0-4 years	\$55,279-\$59,300 (\$51,740-\$55,572)	
	"A" School 0-4 years	\$56,284-\$60,305 (\$53,177-\$57,009)	
	Principal, Secondary & Continuing Education (new)	\$59,300-\$63,320	\$62,206-\$66,423

Responsibility Allowances: Increased in accordance with the general salary increases, except unchanged for Special Education, Guidance, and French or English as a second language.

Health and
Welfare:

Life Insurance and A. D. & D. - Effective September 1, 1988, benefit is \$85,000 (\$80,000).

Vision Care - Effective September 1, 1988, maximum claim is \$85 per year (every 2 years) for dependent children.

Long Term Disability - Effective January 7, 1987, maximum benefit is \$4,000 (\$3,000) per month.

Dental Plan - Effective January 1, 1988, coverage is based on the 1987 (1985) Ontario Dental Association fee schedule. Effective January 1, 1989, the 1988 O.D.A. fee schedule.

Education
Allowance:

Maximum reimbursement is \$190 (\$180). Effective September 1, 1988, \$195.

Paid Preparation
Time (elementary
teachers) (new):

Minimum 100 minutes per week.

Hastings County Board of Education at Belleville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):

A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 565 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	<u>Sept. 1/87</u>	<u>Mar. 1/88</u>
General Increases	3.5%	\$1.25%
Teacher-Category D 0-6 years	\$18,341-\$25,422 (\$17,721-\$24,562)	\$18,570-\$25,740
Teacher-Category A1 0-11 years	\$22,922-\$39,597 (\$22,147-\$38,258)	\$23,209-\$40,092
Teacher-Category A4 0-13 (0-14) years	\$26,512-\$49,936 (\$25,615-\$48,247)	\$26,843-\$50,560
<u>Principal</u> 0-4 years		
"B" School	\$51,269-\$55,125 (\$50,467-\$53,261)	\$51,910-\$55,814
"A" School	\$54,024-\$57,883 (\$53,129-\$55,926)	\$54,699-\$58,607

Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
General Increase	4.2%	*
Teacher-Category D	\$19,350-\$26,821	
Teacher-Category A1	\$24,184-\$41,775	
Teacher-Category A4 0-12 years	\$27,970-\$52,684	
Principal**	\$56,996-\$61,068	

* Conditional wage adjustment equal to the percentage increase in the Consumer Price Index from October 1987 to October 1988, triggered at 4.2% and capped at 5%.

** All Type "B" schools become Type "A" schools.

Leave of Absence with Pay: For the purpose of attending own graduation (unchanged), or graduation of parent, spouse, brother, sister, or child (new).

Retraining and Summer Subsidy Fund: \$10,000 (\$3,000).

Tuition Fees: Maximum \$600 (\$400) for employee on sabbatical leave.

Health and Welfare: Life Insurance - Employer pays 100% (75%) of premium costs for basic coverage.

Continuation of Benefits - Effective September 1, 1988, employer shares premium costs for health and welfare benefits for 17 weeks while employee is on maternity leave (new).

Hastings County Board of Education at Belleville - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 460 employees, settled at the fact finder stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/87	Jan. 1/88
Increases		3.86% for Teachers and Principal, 4.24% for Vice-Principal	1.05%
Teacher-Category 1 0-11 years		\$24,536-\$39,558 (\$23,624-\$38,088)	\$24,794-\$39,974
Teacher-Category 4 0-13 years		\$29,042-\$50,238 (\$27,963-\$48,371)	\$29,347-\$50,766
Vice-Principal 0-3 years		\$56,603-\$58,654 (\$54,299-\$56,274)	\$57,197-\$59,270
Principal 0-3 years		\$63,506-\$67,333 (\$61,146-\$64,831)	\$64,173-\$68,040
		Sept. 1/88	Jan. 1/89
Increases		4.5% for Teachers and Principal, 4.86% for Vice-Principal	*
Teacher-Category 1		\$25,910-\$41,772	
Teacher-Category 4		\$30,668-\$53,049	
Vice-Principal		\$59,980-\$62,146	
Principal		\$67,061-\$71,102	

* Conditional wage adjustment equal to the percentage increase in the Consumer Price Index from October 1987 to October 1988, triggered at 4.5% and capped at 5%.

Responsibility	Department Head	\$3,050 (\$3,000)
Allowances:	Acting Department Head	\$3,050 (\$2,000)
	Assistant Department Head and Co-ordinator of Student Activities	\$1,525 (\$1,500)

Graduate Degree Allowance: Effective September 1, 1988, \$650 (\$630) for Master's Degree.

Sick Leave: Maximum accumulation of 210 (200) days.

Health and Welfare: OHIP - Effective January 1, 1988, employer pays 80% (75%) of premium costs. Effective September 1, 1988, 85%.

A. D. & D. (new) - Effective January 1, 1988, employer pays 100% of premium costs. Benefit is \$50,000. Effective September 1, 1988, \$100,000.

Vision Care (new) - Effective January 1, 1988, employer pays 50% of premium costs. Maximum claim is \$160 every 2 years. Effective September 1, 1988, employer pays 75% of premium costs.

Continuation of Benefits - Effective September 1, 1988, employer continues to share premium costs for 17 weeks for employee on maternity leave (new).

Transfer Allowance (new): Maximum of \$500 reimbursement for moving expenses for employee transferred to a school more than 50 miles away. Effective September 1, 1988, \$750.

Leeds and Grenville County Board of Education at Brockville - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.9%
	Teacher-Category I 0-11 years	\$24,149-\$40,413 (\$23,013-\$38,512)
	Teacher-Category IV 0-13 years	\$29,314-\$50,605 (\$27,935-\$48,225)
	Vice-Principal 0-3 years	\$55,783-\$59,939 (\$53,160-\$57,120)
	Principal 0-3 years	\$60,940-\$67,799 (\$58,074-\$64,610)

Responsibility Allowances: Increased by 4.9%.

Health and Welfare: Dental Plan - Coverage is based on the 1987 (1986) Ontario Dental Association fee schedule.

Lincoln County Board of Education at St. Catharines - Ontario Secondary School

Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 760 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:

Effective Sept. 1/87

General Increase 4.5%

Teacher-Category 1 \$23,996-\$40,204
0-10 years (\$22,963-\$38,473)

Teacher-Category 4 \$28,866-\$50,734
0-11 years (\$27,623-\$48,549)

Responsibility Allowances:

Principal - Category 4 maximum plus \$12,047 (\$11,207) and 4 annual increments of \$1,154 (\$1,104).

Vice Principal - Category 4 maximum plus \$6,848 (\$6,370) and 3 annual increments of \$711 (\$680).

All other responsibility allowances are increased in accordance with the general salary increase.

Health and Welfare:

Vision Care - Maximum claim is \$175 (\$132.50) every 2 years.

Paramedical Services - Maximum claim is \$275 (\$235) per calendar year after OHIP benefits have been exhausted.

Superannuation Fund:

Continuation of Benefit - Employer pays 75% of the difference between full salary contribution and the reduced contribution to the Superannuation Fund for employee on Long Term Disability leave. (Previously, employee had the option of paying the difference.)

Metropolitan Separate School Board at Toronto - Ontario English Catholic Teachers'

Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary, secondary and continuing education teachers):

A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 6,000 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 8½ months.

Wages:

Effective

Sept. 1/87

Jan. 1/88

Increases

5% for Teachers and Principal A School, 6% for Vice-Principal and 6.3% for Principal B School

1%

Teacher-Category D \$16,751-\$28,459 \$16,926-\$28,757
0-7 years (\$15,953-\$27,104)

Teacher-Category A1 \$23,594-\$40,523 \$23,840-\$40,947
0-10 years (\$22,470-\$38,593)

Teacher-Category A4 \$28,277-\$50,610 \$28,572-\$51,140
0-10 years (\$26,930-\$48,200)

Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
<u>Vice-Principal</u>		
0-4 years		
Category A1-A2	\$47,168-\$48,687 (\$44,498-\$45,931)	\$47,640-\$49,174
Category A3	\$51,978-\$53,497 (\$49,036-\$50,469)	\$52,498-\$54,032
Category A4	\$54,544-\$56,063 (\$51,457-\$52,890)	\$55,090-\$56,624

Principal
0-4 years

A School*	\$58,122-\$64,330 (\$55,354-\$61,267)	\$58,703-\$64,974
B School**	\$59,925-\$66,213 (\$56,354-\$62,267)	\$60,525-\$66,875

Effective	<u>Sept. 1/88</u>
Increase	5% for Teachers and Principal A School, 5.5% for Vice-Principal and 4% for Principal B School

Teacher-Category D	\$17,772-\$30,195
Teacher-Category A1	\$25,032-\$42,994
Teacher-Category A4	\$30,001-\$53,697

Vice-Principal

Category A1-A2	\$50,260-\$51,878
Category A3	\$55,385-\$57,004
Category A4	\$58,120-\$59,738

Principal

A School	\$61,638-\$68,222
B School	\$62,946-\$69,550

* Schools with less than 750 (850) pupils.

** Schools with grades 9 and 10 (unchanged). Schools with more than 750 (850) pupils.

Responsibility
Allowances:

Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Major Head	\$3,276 (\$3,276)	\$3,326

	Effective	Sept. 1/87	Sept. 1/88
	Minor Head, Activities Co-ordinator and Assistant Head	\$1,638 (\$1,638)	\$1,663
	Supervisor and Resource Teacher	\$2,500 (\$1,512)	\$3,326
	Assessment and Programming Teachers, Consultant and Teacher (Catholic Teachers' Centre) (new)	\$2,500	\$3,326
Special Allowances:	Special Education Certification and Language Instruction	Part I Part II Specialist	\$573 (\$546) \$861 (\$820) \$1,118 (\$1,065)
Teacher-in-Charge Allowance:	\$550 (\$312). Effective September 1, 1988, \$700.		
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$75 (\$60) every 2 years. <u>Dental Plan</u> - Effective January 1, 1988, coverage is based on the 1987 (1985) Ontario Dental Association fee schedule. Effective January 1, 1989, the 1988 O.D.A. fee schedule.		
Monthly Car Allowance:	Effective December 1, 1987, increased by 5.8%. Effective September 1, 1988, increased by 5%.		
Mileage Allowance:	Effective December 1, 1987, 25¢ (18¢) per kilometre for Co-operative Education Teacher. Effective September 1, 1988, \$5.90 (\$5.62) per kilometre between schools for Itinerant Teacher, travelling to two or more schools per day.		

Nipissing Board of Education at North Bay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 263 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/87	Sept. 1/88
	General Increases	4.5%	Minimum 4.5%*
	Teacher-Category 1 0-5 years	\$19,013-\$24,389 (\$18,194-\$23,339)	\$19,868-\$25,487
	Teacher-Category 4 0-11 years	\$24,443-\$40,019 (\$23,390-\$38,296)	\$25,542-\$41,820
	Teacher-Category 0-11 years	\$29,107-\$50,760 (\$27,854-\$48,574)	\$30,417-\$53,044

Previous rates reflect a 4.2% increase on September 1, 1986.

* The increase may be adjusted upwards to equal the percentage increase in the Consumer Price Index from the June 1987 index to the June 1988 index, above 4.5%, payable only after the formula yields 0.5%, capped at 6%.

Responsibility Allowances: Increased in accordance with the general salary increases. Principals of A Schools, B Schools and Small Schools now combined in one category.

Health and Welfare: Dental Plan - Effective December 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Denture coverage is added. Effective September 1, 1988, the 1988 O.D.A. fee schedule.

Norfolk Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>
	General Increases	4.123%	1.435%
	Teacher-Category 0-5 years	\$18,180-\$25,577 (\$17,460-\$24,564)	\$18,441-\$24,944
	Teacher-Category A1 0-10 years	\$23,848-\$39,261 (\$22,904-\$37,706)	\$24,191-\$39,824
	Teacher-Category A4 0-10 years	\$28,756-\$49,771 (\$27,617-\$47,800)	\$29,168-\$50,485
Responsibility Allowances:	Principal 0-4 years	\$5,000-\$9,000 (\$4,700-\$7,700)	
	Vice-Principal 0-3 years	\$2,500-\$4,000 (\$2,500-\$3,700)	
	Supervisor	\$8,000 (\$6,700)	
	Co-ordinator	\$3,880 (\$3,700)	
	Resource Teacher	\$1,470 (\$1,400)	
	Principal's Designate	\$475 (\$450)	

Paid Maternity Leave (new): 2 weeks at the equivalent of the UIC benefit.

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Professional Development Fund: \$48,000 for calendar year 1988. (Previously, \$42,000 for the 1986-87 school year.)

Paid Preparation Time: Minimum 120 (100) minutes over 6-day cycle.

Sudbury District Roman Catholic Separate School Board at Sudbury - Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 432 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
	Average Increases	4.2%	.7% non-compounded
	Teacher- Category D 0-9 years	\$18,538.25-\$28,634.25 (\$17,790.00-\$27,480.00)	\$18,664.75-\$28,826.75
	Teacher- Category A1 0-11 years	\$22,805.50-\$38,972.75 (\$21,886.25-\$37,401.75)	\$22,960.25-\$39,234.75
	Teacher- Category A4 0-11 years	\$27,525.25-\$48,906.50 (\$26,414.50-\$46,935.00)	\$27,711.00-\$49,235.25
	Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
	Average Increases	4%	.5% non-compounded
	Teacher- Category D	\$19,412.00-\$29,980.00	\$19,507.25-\$30,124.25
	Teacher- Category A1	\$23,880.75-\$40,804.25	\$23,997.25-\$41,000.50
	Teacher- Category A4	\$28,819.75-\$51,204.75	\$28,958.75-\$51,451.00

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Vision Care - Maximum claim is \$115 (\$50) every 2 years.

Paid Preparation Time (new): Effective January 1, 1988, minimum 60 minutes per week for single class and 90 minutes per week for double class. Effective September 1, 1988, 120 minutes per week for all classes.

Waterloo County Board of Education at Kitchener - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 2,000 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4.4%	1.9%

Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
Additional Adjustment	Restructuring of Principal grid	
Teacher-Category D 0-6 years	\$19,220-\$25,774 (\$18,410-\$24,688)	\$19,585-\$26,264
Teacher-Category A1 0-10 years	\$23,358-\$39,831 (\$22,374-\$38,152)	\$23,802-\$40,587
Teacher-Category A4 0-10 years	\$28,617-\$50,187 (\$27,411-\$48,072)	\$29,161-\$51,141
Vice-Principal 0-3 years	\$51,207-\$54,226 (\$49,049-\$51,941)	\$52,180-\$55,256
Principal 0-4 years	\$56,288-\$60,315	\$57,357-\$61,460
(B School, 0-5 years)	(\$50,013-\$54,832)	
(A School, 0-4 years)	(\$53,868-\$57,724)	
Co-ordinator 0-4 years	\$56,238-\$60,264 (\$53,868-\$57,724)	\$57,307-\$61,409

Effective	<u>June 3/88</u>	<u>Sept. 1/88</u>
Increases	*	4.25%
Teacher-Category D	\$19,585-\$26,264	\$20,418-\$27,380
Teacher-Category A1	\$23,802-\$40,587	\$24,814-\$42,312
Teacher-Category A4	\$29,161-\$51,141	\$30,400-\$53,314
Vice-Principal	\$52,180-\$55,256	\$54,398-\$57,604
Principal	\$57,357-\$61,460	\$59,795-\$64,072
Co-ordinator	\$57,307-\$61,409	\$59,743-\$64,019

*Lump Sum Payment: Effective June 3, 1988, lump sum payment of .275% of annual salary per employee.

Cost of Living Allowance: 0.1% per 0.1% change in the Consumer Price Index - 1971=100, between August 1988 and August 1989. Triggered at 4.25% (3%), capped at 8% (6%), and payable as a lump sum October 15, 1989.

Responsibility Allowances: Effective September 1, 1988, increased by 4.25%.

Education Leave Fund: \$145 (\$130) per full-time equivalent. Effective September 1, 1988, \$160.

Health and Welfare: Family Counselling Services (new) - Plan provides for 50%-50% co-insurance for up to 10 visits per year.

Dental Plan - Effective January 1, 1988, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective September 1, 1988, employer pays 90% (75%) of the premium costs. Coverage is based on the 1988 O.D.A. fee schedule.

Pension Plan: Early Retirement Incentive - Employee between age 55 and 59 with 10 years of service and eligible for a superannuation pension of less than 50% receives "R.O.S.I.E." payment of \$18,000; eligible for pension of less than 55%, \$15,000; and eligible for pension of less than 60%, \$12,000. Payment reduced by 80%, 70%, 60% and 50% at ages 60, 61, 62 and 63 respectively.

Windsor City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 706 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	Sept. 1/87	Feb. 1/88
Increases		3% over the August 1987 secondary school teachers grid; 4.6% for Principal, 4% for Vice-Principal	1.6% for non-degree categories, 2% for Vice-Principal
Additional Adjustments		Co-ordinator and Consultant grids adjusted to create parity with secondary school grids by February 1989	Degree categories adjusted to create parity with the secondary school grids as of September 1987; Co-ordinator and Consultant grids adjusted
Teacher-Level 1 0-4 years		\$21,221-\$27,765 (\$20,603-\$26,956)	\$21,551-\$28,196
Teacher-Level 4 0-9 years		\$23,834*-\$41,946 (\$25,226-\$39,775)	\$24,204*-\$42,597
Teacher-Level 7 0-9 years		\$28,418*-\$50,198 (\$28,896-\$48,458)	\$28,859*-\$50,978
Vice-Principal 0-2 years		\$50,773-\$53,627 (\$48,820-\$51,564)	\$51,778-\$54,700
Consultant 0-2 years		\$50,773-\$53,627 (\$48,820-\$51,564)	\$51,749-\$54,658
Co-ordinator 0-2 years		\$52,594-\$55,949 (\$50,571-\$53,779)	\$53,605-\$57,025
Principal 0-4 years		\$55,632-\$63,091 (\$53,185-\$60,316)	\$57,857-\$65,615

Effective	<u>Sept. 1/88</u>	<u>Feb. 1/89</u>
General Increase	4%	
Additional Adjustments		Co-ordinator and Consultant grids adjusted
Teacher-Level 1	\$22,413-\$29,324	\$22,413-\$29,324
Teacher-Level 4	\$25,173-\$44,301	\$25,173-\$44,301
Teacher-Level 7	\$30,014-\$53,017	\$30,014-\$53,017
Vice-Principal	\$53,860-\$56,888	\$53,860-\$56,888
Consultant	\$54,854-\$57,937	\$55,940-\$59,484
Co-ordinator	\$56,821-\$60,446	\$57,788-\$61,923
Principal	\$57,857-\$65,615	\$57,857-\$65,615

* Salaries frozen for current employees in cases where new grid is below previous grid.

Cost of Living Allowance (new): 0.1% per 0.1% increase in the Consumer Price Index - 1971=100, from the April 1988 to April 1989 index. Triggered at 4%, capped at 5.8%, payable as a lump sum in June 1989 and folded into wages.

Sick Leave: Deduction of .25 day for each day of absence from accumulated sick leave credits for employee on temporary disability payment under Workers' Compensation. (Previously, no deduction.)

Sick Leave Retirement Gratuity: Effective September 1, 1988, salary used to calculate gratuity not to exceed salary in effect when employee is eligible for 70% pension. (Previously, based on salary in effect at the time of retirement.)

Health and Welfare: Life Insurance - Effective December 1, 1987, benefit is \$90,000 (\$80,000).

Dental Plan - Effective December 1, 1987, coverage continues to be based on the current year's Ontario Dental Association fee schedule. Maximum annual benefit is \$1,400 (\$1,300). Maximum lifetime orthodontic benefit is \$1,000 (\$750) per child.

Continuation of Benefits - Employer continues to share premium costs for 17 weeks for employee on maternity leave (new).

McMaster University at Hamilton - Local 6, Canadian Educational Workers (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 1,200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	5.4%
	Teaching Assistantship-Undergraduate	\$7.41 (\$7.03)

Effective	Sept. 1/87
Teaching Assistantship or Research Assistantship- Graduate or qualifying year	\$24.18 (\$22.94)

Note: Wage rates include 4% vacation pay (unchanged).

Trent University Board of Governors at Peterborough - Faculty Association (Ind.): A
36-month renewal agreement effective from July 1, 1987 to June 30
1990, covering 204 employees, settled at the post conciliation
bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	July 1/87	Jan. 1/88
	General Increases	4.1%	.5%
	Additional Adjustments	Librarian 1 and 2 advanced by 2 steps	
	Librarian 1 0-2 steps	\$23,948-\$24,939 (\$23,004-\$23,957)	\$24,068-\$25,064
	Librarian 4 0-20 steps	\$36,831-\$55,660 (\$35,381-\$53,469)	\$37,016-\$55,940
	Lecturer 0-10 steps	\$24,990-\$38,054 (\$24,007-\$36,555)	\$25,115-\$38,246
	Assistant Professor 0-14 steps	\$30,479-\$48,668 (\$29,278-\$46,751)	\$30,631-\$48,914
	Associate Professor 0-18 (0-16) steps	\$39,386-\$60,168 (\$37,816-\$55,570)	\$39,583-\$60,471
	Professor 0-19 steps	\$49,809-\$70,527 (\$47,847-\$67,750)	\$50,058-\$70,884
	Effective	July 1/88	Jan. 1/89
	General Increases	4.1%	1.42%
	Librarian 1	\$25,054-\$26,091	\$25,410-\$26,462
	Librarian 4	\$38,535-\$60,312	\$39,086-\$61,178
	Lecturer	\$26,145-\$39,812	\$26,516-\$40,375
	Assistant Professor	\$31,887-\$50,922	\$32,340-\$51,647
	Associate Professor	\$41,206-\$62,955	\$41,791-\$63,848
	Professor	\$52,110-\$73,880	\$54,850-\$74,846
	Effective	July 1/89	Jan. 1/90
	General Increases	4.1%	1.4%
	Librarian 1	\$26,453-\$27,548	\$26,824-\$27,934
	Librarian 4	\$40,688-\$61,943	\$41,254-\$64,564

Effective	July 1/89	Jan. 1/90
Lecturer	\$27,603-\$42,031	\$27,989-\$42,622
Assistant Professor	\$33,666-\$53,766	\$34,137-\$54,522
Associate Professor	\$43,504-\$66,465	\$44,113-\$67,397
Professor	\$55,017-\$77,913	\$55,787-\$79,007

Previous rates include \$20 funded by the Faculty Association.

Health and Welfare:

Major Medical - Blue Cross coverage is provided when travelling outside of Canada and \$7 per visit for paramedical services is provided (new).

Hearing Aid (new) - Maximum claim is \$300 for the term of the contract.

Research Allowance:

\$400 (\$300) per member per year.

Miscellaneous Benefit Allowance:

Effective July 1, 1989, \$150 (\$100) per year.

Sabbatical Leave:

Pay entitlement for 6-month and 1-year leaves will be equalized based on length of service. (Previously, 6-month leave at 80% of salary after 4 years of service and 1-year leave at 90% of salary after 8 years.)

Pension Plan:

Minimum Benefit Guarantee - Benefit is 2% of final average earnings (best 5 years) times years of credited service at normal retirement date. (Previously, benefit was 2% of final average earnings up to the Year's Maximum Pensionable Earnings (YMPE) plus 2% of final average earnings beyond the YMPE times years of credited service at normal retirement date.)

HEALTH AND WELFARE SERVICES

Extendicare Health Services Inc. at Sudbury (York), Timmins, Kapuskasing (Tri-Town), Hearst (Cochrane) and Haileybury (Tri-Town) - Various Locals, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): Five 16-month renewal agreements effective from June 1, 1987 to September 30, 1988, covering 464 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:

Effective	June 1/87	Jan. 1/88
General Increases	30¢	30¢
Additional Adjustment	Activity Aide classification added	
General Aide	\$9.57-\$10.10 (9.27-\$9.80)	\$9.87-\$10.40
R.N.A.	\$10.58-\$11.23 (\$10.28-\$10.93)	\$10.88-\$11.53

Maximum rates are reached after 2 annual increases.

Paid Holidays (part-time):	2 days plus 1 non-premium floating day are added for a total of 1 (7) days.
Reporting Pay (new):	Minimum 3 hours' straight-time pay or work of similar classification when regularly scheduled work is not available.
Uniform Allowance (full-time) (new):	Effective January 1, 1988, \$6.50 per month.

LOCAL ADMINISTRATION

Toronto City Corporation - Local 113, International Fire Fighters (AFL-CIO/CLC): A
12-month renewal agreement effective from January 1, 1987 to
December 31, 1987, covering 1,245 employees, settled at the
bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/87</u>
	General Increase	5%*
	<u>Annual Rates</u>	
	Fire Fighter 4th Class (after 6 months)	\$29,657 (\$28,248)
	Fire Fighter 1st Class	\$39,543 (\$37,660)
	Fire Platoon Chief	\$61,292 (\$58,373)

* Conditional wage reopener if the 1987 end rate for 1st Class
Fire Fighter in York City exceeds \$39,543.

Health and
Welfare: Dental Plan - Effective November 1, 1987, employer pays 100% of
premium costs for major restorative coverage on a 50%-50% co-
insurance basis, with a maximum annual claim of \$1,000 per family
member (new).

Continuation of Benefits - Medical and dental coverage continues
for dependent full-time students to age 25 (21).

Cleaning
Allowance: \$125 (\$110) per year.

Addenda

July 1987 Settlement

HEALTH AND WELFARE SERVICES

Toronto Western Hospital - Local 1744, Canadian Union of Public Employees (CLC) (full-time office and clerical employees): A 24-month renewal agreement effective from April 1, 1987* to March 31, 1989, covering 297 employees, settled at the post conciliation bargaining stage and ratified in July 1987. Duration of negotiations - 8 months.

* Previous agreement expired August 7, 1986.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increases	4.5%	4%
	<u>Monthly Rates</u>		
	File Clerk	\$1,316-\$1,484 (\$1,259-\$1,420)	\$1,369-\$1,543
	Sr. Buyer	\$1,947-\$2,529 (\$1,863-\$2,420)	\$2,025-\$2,630

Maximum rates are reached after four annual increases.

Shift Premium: 45¢ per hour worked between 3 p.m. and 6 a.m. (Previously, \$2.10 per shift.)

Standby Pay: \$2 (\$1.25) per hour.

Sick Leave: Effective September 1, 1987, present sick leave plan is terminated and replaced by Weekly Indemnity and Long Term Disability Plans.

Health and Welfare: Weekly Indemnity (new) - Effective September 1, 1987, benefit is 66 2/3% to 100% of regular earnings, depending on length of service, for a maximum of 15 weeks.

Long Term Disability Plan (new) - Effective September 1, 1987, employer pays 75% of premium costs. Maximum benefit is 75% of regular earnings; benefit depends on years of service.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

September 1987 Settlements

RUBBER AND PLASTICS PRODUCTS

Goodyear Canada Inc. at Collingwood - Local 834, Rubber Workers (AFL-CIO/CLC): A 38-month renewal agreement effective from September 4, 1987* to November 2, 1990, covering 210 employees, settled at the bargaining stage and ratified in September 1987. Duration of negotiations - 1 month.

* Previous agreement was scheduled to expire November 2, 1987.

Wages:	Effective	<u>Sept. 4/87</u>	<u>Nov. 6/88</u>	<u>Nov. 5/89</u>
General Increases			40¢	35¢
Skilled Trades Adjustment**		20¢		
Group L (includes Scrap Hose)		\$9.42-\$9.77 (\$9.42-\$9.77)	\$9.82-\$10.17	\$10.17-\$10.52
Electrician with trade ticket		\$12.22 (\$12.02)	\$12.62	\$12.97

** Applies to tradesmen who hold skilled trades ticket.

Maximum rate for Group L is reached on merit.

Lump Sum Settlement Payment: \$200 per active employee, including employees on a leave of absence, weekly indemnity or W.C.B. leave.

Cost of Living Allowance: 1¢ per full 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for September, October and November 1987 as the base. Triggered at 4% in the first year (unchanged), 3% in the second year and 2% in the third year. Adjusted quarterly. (Basic formula is unchanged. Previously, up to 14¢ to be diverted to cover Dental Plan premium costs.)

Shift Premium: Effective November 6, 1988, 0-27¢-32¢ (0-25¢-30¢). Effective November 5, 1989, 0-30¢-35¢.

The following changes are effective October 1, 1987, unless stated otherwise.

Vacation Pay: Minimum \$240 (\$210) per week.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$19,000 (\$16,000).

Weekly Indemnity - Effective November 6, 1988, benefit is \$240 (\$210).

Vision Care - Maximum claim is \$120 (\$100) every 2 years.

Hearing Aid - Maximum claim is \$300 every 5 years (previously \$300 lifetime claim).

Dental Plan - Coverage is based on the 1987 (1984) Ontario Dental Association fee schedule.

Survivor Income Benefit - Maximum \$150 (\$100) per month.

Pension Plan: Basic Benefit - \$13 (\$12) per month per year of service. Effective November 6, 1988, \$14. Effective November 5, 1989, \$15.

Supplemental Benefit - \$10.25 (\$10) per month per year of service. Effective November 6, 1988, \$10.75. Effective November 5, 1989, \$11.25.

Current Retirees - Benefits are increased by 50¢ per month per year of service.

MACHINERY

MTD Products Limited at Kitchener - Local 1524, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from September 15, 1987 to September 16, 1989, covering 457 employees, settled at the post conciliation bargaining stage and ratified in September 1987. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>Sept. 16/87</u>	<u>Sept. 18/88</u>
General Increases*		50¢	45¢
Additional Adjustments		15¢-28¢ for certain classifications	
Job Class 46 Warehouse Labour		\$9.51 (\$9.01)	\$9.96
Job Class 1 Tool & Die Maker (Top Die Repair)		\$14.60-\$15.10 (\$14.10-\$14.60)	\$15.05-\$15.55

* Treated as an add-on for incentive workers.

Maximum rate for Tool & Die Maker is reached in 10¢ increases every 45 (90) days.

Hours of Work: Employee who rotates off the third shift receives a 20-minute paid lunch period for the first 2 weeks back on day shift only (new).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$14,000 (\$13,000). Effective September 17, 1988, \$15,000.

Long Term Disability - Effective September 17, 1988, maximum benefit is \$800 (\$750) per month.

Major Medical - Maximum benefit is \$22,500 (\$20,000). Annual maximum claim for Psychologist is \$350 (\$200), Speech Therapist \$300 (\$200), Hearing Aid \$500 (\$300), Orthopaedic shoes \$150 (\$75) and Orthopaedic appliances \$200 (\$150).

Vision Care - Maximum claim is \$65 (\$60) every 2 years.

Continuation of Benefits - Medical benefits continue for employee on L.T.D. leave for a period equal to employee's length of service or 3 years, whichever is less (new).

Dental Plan - Coverage is based on the 1987 (1985) Ontario Dental Association fee schedule.

Pension Plan: Past Service Benefit - \$9 per month per year of service between September 1, 1962 to September 15, 1985. Effective September 17, 1988, \$10.

Paid Union Leave (new): Employer pays for up to 40 hours of union safety training for the safety committee chairperson.

October 1987 Settlements

FURNITURE AND FIXTURE

La-Z-Boy Canada Limited at Waterloo - Local 400, Communications-Electrical Workers (CLC)*: A 29-month renewal agreement effective from October 22, 1987** to March 15, 1990, covering 350 employees, settled with mediation assistance during a work stoppage and ratified in October 1987. Duration of negotiations - 8 months.

* Previously, Employees Association (Ind.).

** Previous agreement expired March 15, 1987.

Wages:	Effective	<u>Oct. 22/87</u>	<u>Mar. 15/89</u>
	Increases	New base rates established for all classifications	3% to all base rates

Non-Incentive

Grade 1 (includes General Help)	\$8.57 (\$8.53)	\$8.83
Grade 5 (includes Wood Finishing Technician)	\$12.56	\$12.94

Additional Adjustment - All incentive jobs to be restudied over the term of the agreement, with possible revisions to rates.

Lump Sum Settlement Payment: \$200 per employee.

MACHINERY

Champion Road Machinery Ltd. and Gearco Ltd. at Goderich - Local 1863, Machinists (AFL-CIO/CLC) (production and office employees): Two 24-month renewal agreements effective from August 1, 1987 to July 31, 1989, covering 626 employees, settled at the post conciliation bargaining stage and ratified in October 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/87</u>
	General Increase	2%
	Utility	\$14.17 (\$13.89)
	Electronic Technician	\$16.65 (\$16.32)

Previous rates reflect a total of \$1.20 COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ per 0.095 (0.1) point increase in the Consumer Price Index - 1981=100, using 139.2 as the base. Triggered at 2%. Adjusted and folded into wages monthly. (Previously, no trigger. Basic formula is unchanged.) Effective August 1, 1988, 1¢ per 0.09 point increase in the CPI.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$28,000 (\$25,000).

Long Term Disability - Benefit is equal to 60% (50%) of employee's earnings to a maximum of \$2,000 per month.

Vision Care - Maximum claim is \$70 (\$60) every 2 years.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$60 (\$55) per year.

RETAIL TRADE

Zehrmart Limited, Zehrs Markets Division in southwestern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail store employees): A 37-month renewal agreement effective from July 10, 1987 to August 15, 1990, covering 800 employees, settled at the post conciliation bargaining stage and ratified in October 1987. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 18/88</u>	<u>Sept. 18/89</u>
Increases:			
Full-Time		40¢*	40¢*
Part-Time		35¢**	44¢**

Full-Time Employees

Clerk A	\$7.43-\$13.82	\$7.63-\$14.22
0-24 months	(\$7.23-\$13.42)	

Meat Cutter	\$8.22-\$15.41	\$8.42-\$15.81
0-30 months	(\$8.02-\$15.01)	

* Increases are pro-rated from 50% on start rate to 100% on maximum.

** Employee hired after September 9, 1985 and prior to October 18, 1987 receives increases on top rates only.

Start Rate - \$5 (\$4) for part-time employees.

Lump Sum Settlement Payment: Full-Time - \$900 per employee.
Part-Time - 35¢ per hour worked, paid on October 18, 1987, April 1, 1988 and September 17, 1988.

Night Shift Premium: 75¢ (70¢).

Deli-Clerk Premium (new): Full-Time - 20¢ per hour worked.

Office Duty Premium:	65¢ (50¢) per hour for employee relieving the Head Cashier or Assistant Head Cashier.
Health and Welfare:	<u>Weekly Indemnity</u> - Effective January 1, 1988, benefit is \$350 (\$307). <u>Vision Care</u> - Effective January 1, 1988, maximum claim is \$80 (\$70). <u>Dental Plan</u> - Effective October 17, 1987, employer contributes 16¢ (14¢) per hour. Effective October 1, 1989, 18¢.
Education and Training Fund:	Effective January 1, 1989, employer contributes an additional 5¢ per employee to a maximum 81¢ (76¢) per week.
Central Negotiating Committee (new):	Employer pays 50% of regular rate of pay for maximum 6 employees while attending negotiating meetings.

PERSONAL SERVICES

V.I.P. Hotels Limited, c.o.b. as The Sutton Place Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC) (full-time and part-time employees): A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 320 employees, settled at the bargaining stage and ratified in October 1987. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>	<u>Apr. 1/89</u>
	General Increases	5%	5%	5%
	Waiter/Waitress	\$5.10 (\$4.86)	\$5.36	\$5.63
	Chambermaid	\$7.20 (\$6.75)	\$7.55	\$7.93
	Carpenter	\$11.46 (\$10.91)	\$12.03	\$12.63
Paid Holidays:	Effective April 1, 1988, Remembrance Day is added for a total of 12 (11) days.			
Bereavement Leave:	3 days' paid leave upon death of grandparent (new).			
Jury Duty Leave (new):	Employee receives the difference between normal earnings and fees received.			
Gratuities:	<u>Banquet Beverage Employees</u> - Effective April 1, 1988, 64% (60%) for staff and 36% (40%) for management. Effective April 1, 1989, 68% and 32% respectively. <u>Food and Beverage</u> - Effective November 1, 1987, captain receives 5% of staff's portion of gratuity and 3% of management's portion. (Previously, captain received 8% of staff's portion.) Effective April 1, 1988, 3% and 5% respectively. Effective April 1, 1989, 0% and 8% respectively.			

Bell Person (new) - Effective October 30, 1987, minimum \$1.30 for each bag in and out on tour. Effective April 1, 1988, \$1.35. Effective April 1, 1989, \$1.40.

Special Delivery (new) - Effective October 30, 1987, 75¢ per item. Effective April 1, 1989, \$1.00.

Room Service Waiting Staff (new) - Effective October 30, 1987, 75¢ for delivery of a complimentary item. Effective April 1, 1989, \$1.00, and \$10 for setting up a full complimentary bar in the guest room.

Health and
Welfare:

Employer Contribution - Effective September 1, 1987, 35¢ (31¢) per hour for regular full-time employees to the Local 75 Health and Welfare Plan. Effective April 1, 1988, 38¢. Effective April 1, 1989, 41¢.

Pension Plan:

Effective May 1, 1989, joint employer/employee contribution of 10¢ (5¢) per hour worked to the Local 75 Health and Welfare Plan.

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Ontario

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO
DECEMBER 1987

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1987 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.

Contents

	Page
Highlights	i
Index to Settlements Reported	455
December 1987 Settlements	
Tobacco Products	457
Leather	457
Knitting Mills	458
Wood	459
Paper and Allied	460
Transportation Equipment	461
Transportation	465
Education and Related Services	465
Health and Welfare Services	469
Personal Services	471
Provincial Administration	471
Addenda	472
June 1987 Settlements	472
July 1987 Settlement	474
October 1987 Settlements	476
November 1987 Settlements	477

Highlights

Ontario Public Service: Employees of the Ontario Government fall into eight bargaining units based on their classification. All eight categories had collective agreements expiring December 31, 1987.

For the first time, one of the bargaining units reached a settlement for a renewal agreement prior to the expiry of the current agreement. The correctional services category ratified a 12-month agreement in December 1987. The 3,436 employees affected received a 4.557 percent wage increase effective January 1, 1988. In addition, there was a parity adjustment for one classification.

Benefits and working conditions are negotiated separately from wages. There is one agreement for working conditions and employee benefits covering all eight categories. It is a two-year agreement expiring December 31, 1988.

Other Settlements: Three December settlements followed patterns established in bargaining earlier in the year. Fraser Inc. at Thorold reached an agreement with 530 employees that provided 25¢, 45¢ and 4.5 percent wage increases over three years, which was standard across the paper and allied industry in this round of bargaining.

Two settlements at Lear Siegler Industries with the Canadian Auto Workers included a new pension indexing provision similar to the provision first introduced at Chrysler Canada last September.

Index to Settlements Reported, December 1987

Employer and Location	Union	Page
Air Canada, system-wide	Air Line Pilots (Ind.)	478
Canadian Airlines International, system-wide	Machinists (AFL-CIO/CLC)	480
Chateau Laurier Hotel, Ottawa	Railway, Transport and General Workers (CLC) (full-time and part- time empls.)	476
Chatham Public General Hospital	Service Employees Intl. (AFL- CIO/CLC) (full-time and part-time service empls.)	476
Control Data Canada Ltd., Ottawa	Salaried Employees Alliance (Ind.)	478
Elgin County Board of Education, St. Thomas	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	465
Exhibit and Display Association of Canada, Toronto and vicinity	Labourers (AFL-CIO)	484
Ferrum Inc., Sonco Steel Tube Ltd., Brampton	United Steelworkers (AFL-CIO/CLC)	477
Fleetwood Canada Ltd., Lindsay	Clothing and Textile Workers (AFL- CIO/CLC)	461
Fraser Inc., Thorold Div., Thorold	Cdn. Paperworkers (CLC)	460
Imasco Ltd., Imperial Leaf Tobacco Div., Aylmer	Energy and Chemical Workers (CLC)	457
Lear Siegler Industries Ltd., General Seating Div., Kitchener	Cdn. Auto Workers (CLC) (office and plant empls.)	462
Lear Siegler Industries Ltd., General Seating Div., Whitby	Cdn. Auto Workers (CLC)	464
London and Middlesex County Roman Catholic Separate School Board, London	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	466
McGregor Hosiery Mills, Toronto	Textile and Chemical Union (CCU)	458
Norfolk Board of Education, Simcoe	Ont. Secondary School Teachers' Fed. (Ind.)	468
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (correctional services category)	471

Index to Settlements Reported, December 1987

Employer and Location	Union	Page
Orangeroo of Canada, operating as Howard Johnson Airport Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	471
Parking Authority of Toronto	CUPE (CLC) (full-time and part-time empls.)	465
Renfrew County Corporation, Bonnechere Manor, Renfrew	CUPE (CLC) (full-time and part-time service empl.)	472
Simcoe County Board of Education, Barrie	Ont. Secondary School Teachers' Fed. (Ind.)	468
Susan Shoe Industries Ltd., Fortune Footwear and Permalite Divs., Hamilton	United Textile Workers (AFL-CIO/CLC)	457
TDS Ltd., Hagersville, London and Tillsonburg	Woodworkers (AFL/CIO/CLC)	459
Thunder Bay City Corp., Homes for the Aged	Service Employees Intl. (AFL- CIO/CLC)	469
Trim Trends Canada Ltd., Dundalk	United Steelworkers (AFL-CIO/CLC) (full-time and part-time empl.)	474
United Technologies Automotive (Canada) Inc., Automotive Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	464
Versa-Care Ltd. and Brierwood Health Care Partnership, Brierwood Health Centre, Brantford, Sumit Place at Owen Sound and Telfer Place, Paris	Christian Labour Assn. (Ind.) (full- time and part-time empl.)	470
Warrington Products Inc., Greb Footwear Div., Kitchener	Clothing and Textile Workers (AFL- CIO/CLC)	458
Westin Hotel, Ottawa	Textile Processors (Ind.) (full-time and part-time empl.)	472
York University, Toronto	Faculty Assn. (Ind.) (full-time professors, lecturers and librarians)	482
York University, Toronto	Cdn. Educational Workers (Ind.) (Unit 1: graduate students and Unit 2: part-time faculty)	483

TOBACCO PRODUCTS

Imasco Limited, Imperial Leaf Tobacco Division at Aylmer - Local 10, Energy and Chemical Workers (CLC): A 21-month renewal agreement effective from January 29, 1988 to October 31, 1989, with wages retroactive to November 1, 1987, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/87</u>	<u>Nov. 1/88</u>
	General Increases	65¢	60¢
	Additional Adjustments	Some classification adjustments	
	Labour Group 2 (includes Paper Press Attendant)	\$12.15 (\$11.50)	\$12.75
	Labour Group 10 (Control Room Operator)	\$12.82 (\$12.17)	\$13.42
Shift Premium:	Effective November 1, 1988, 0-45¢-60¢ (0-35¢-50¢).		
Vacation Pay (Seasonal Workers):	Effective November 1, 1988, 6% after 600 (650) accumulated days worked, 8% after 1,200 (1,300) days, 10% after 1,800 (1,950) days, and 12% after 2,400 (2,600) days.		

LEATHER

Susan Shoe Industries Limited, Fortune Footwear and Permalite Divisions at Hamilton - Local 369, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 5, 1987 to December 4, 1989, covering 300 employees*, settled with mediation assistance. Duration of negotiations - 3 months.

* Includes 150 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 18/87</u>	<u>Dec. 4/88</u>
	General Increases		
	Incentive Rates	15¢ to Base Rates, 15¢ to Class Rate Factors	15¢ to Base Rates, 15¢ to Class Rate Factors
	Non-Incentive Rates	18¢-22¢	18¢-22¢
	<u>Non-Incentive Rates</u>		
	Injection Molding (Target Rate)	\$6.67 (\$6.49)	\$6.85
	Tractor Trailer Driver	\$8.67 (\$8.44)	\$8.90
Lump Sum Settlement Payment:	\$25 for each active and laid-off employee.		

Health and
Welfare:

Major Medical (new) - Effective December 17, 1987, employer pays 50% of premium costs for comprehensive plan which includes life insurance, out-of-province medical coverage, drug plan with a \$25 annual deductible, vision care with a maximum claim of \$80 every 2 years, and hearing aid plan.

Dental Plan - Effective December 17, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Maximum annual claim per employee is \$1,900 (\$1,800). Effective January 2, 1989, the 1986 O.D.A. fee schedule.

Warrington Products Inc., Greb Footwear Division at Kitchener - Local 310, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 10, 1987* to November 22, 1990, covering 230 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired November 22, 1987.

Wages:	Effective	<u>Dec. 10/87</u>	<u>Nov. 20/88</u>	<u>Nov. 19/89</u>
General Increases		3.3%	2.7%	2.6%
Group C (includes Inspector-Finishing)		\$8.31 (\$8.01)	\$8.56	\$8.81
Group A (includes Floater-Finishing)		\$8.72 (\$8.42)	\$8.97	\$9.22
Shift Premium:	0-25¢-26¢ (0-23¢-26¢).			

KNITTING MILLS

McGregor Hosiery Mills at Toronto - Local 590, Textile and Chemical Union (CCU): A 34-month renewal agreement effective from December 21, 1987* to October 21, 1990, covering 230 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 1 month.

* Previous agreement expired October 22, 1987.

Wages:	Effective	<u>Dec. 19/87</u>	<u>Oct. 23/88</u>	<u>Oct. 23/89</u>
General Increases		35¢	35¢	35¢
Additional Adjustment		5¢ for Labour Grade 1		
Labour Grade 1 (includes Finisher)		\$6.46 (\$6.06)	\$6.81	\$7.16
Labour Grade XII (Tool & Die Maker A)		\$14.01 (\$13.66)	\$14.36	\$14.71
Shift Premium:	0-35¢-80¢ (0-30¢-30¢).			
Paid Vacation:	5 weeks after 25 years of service (new).			

Health and
Welfare:

Dental Plan (new) - Effective October 23, 1988, employer pays 50% of premium costs. Annual deductibles of \$25 for single and \$50 for family coverage, with maximum claims of \$300 and \$600 respectively per year. Coverage is based on the 1987 Ontario Dental Association fee schedule. Effective October 23, 1989, the 1988 O.D.A. fee schedule.

WOOD

TDS Limited, previously Livingston Export Packing Inc. and Livingston Distribution Centres Inc. at Hagersville, London and Tillsonburg - Locals 1-89, 1-167 and 1-500*, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement** effective from November 1, 1987 to October 31, 1989, covering 311 employees***, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previously Locals 2-89, 2-167 and 2-342.

** Previously two collective agreements.

*** Includes 105 employees currently on lay-off status.

Effective	Jan. 1/88	Nov. 1/88	May 1/89
General Increases		25¢	15¢
<u>Tillsonburg Employees</u>			
Fold-in*	\$2.47		
<u>Tillsonburg Factory</u>			
Group 3 (includes Shipper)	\$10.69 (\$8.22)	\$10.94	\$11.09
Crane Operator Licensed	\$11.79 (\$9.32)	\$12.04	\$12.19

* Replaces COLA float of \$1.27 and premium pay of \$1.25 per hour worked.

Cost of Living
Allowance
(Tillsonburg):

1¢ per 0.4 point increase in the Consumer Price Index - 1981 = 100, using the October 1987 index as the base. Adjusted monthly. (Basic formula is unchanged. Previously, triggered at 6%. Formula did not trigger.)

Paid Vacation:

Effective November 1, 1988, 4 weeks after 12 (13) years of service.

Health and
Welfare:

Life Insurance and A. D. & D. - Effective November 1, 1988, benefit is \$15,000 (\$12,000).

Long Term Disability - Effective November 1, 1988, benefit is \$900 (\$800) per month.

Vision Care - Effective January 1, 1988, maximum claim is \$80 (\$75) every 2 years.

Dental Plan - Effective November 1, 1988, coverage is based on the 1987 (1985) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1988, \$10 (\$6.25) per month per year of future service.

Safety Shoe Allowance: Effective January 1, 1988, \$60 (\$50) per year.

PAPER AND ALLIED

Fraser Inc., Thorold Division at Thorold - Local 290, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from May 1, 1987 to April 30, 1990, covering 530 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>May 1/87</u>	<u>May 1/88</u>	<u>May 1/89</u>
	General Increases	25¢	45¢	4.5%
	Job Class 1 (includes Labourer)	\$13.30 (\$13.05)	\$13.75	\$14.37
	Journeyman "A"	\$17.03 (\$16.78)	\$17.48	\$18.27

Hours of Work: Effective May 1, 1989, 37.5 (42) hours per week for employee working on a three-shift/7-day schedule.

Shift Premium: Effective May 1, 1988, 0-35¢-55¢ (0-35¢-50¢). Effective May 1, 1989, 0-40¢-55¢.

Paid Vacation: Effective May 1, 1988, 6 weeks after 25 (27) years of service.

Health and Welfare: Life Insurance - Benefit is \$25,000 (\$20,000).

Life Insurance for Retirees - Benefit is \$4,000 (\$2,500).

A. D. & D. (new) - Effective February 1, 1988, benefit is \$25,000.

Weekly Indemnity - Effective December 21, 1987, maximum benefit is \$325 (\$318). Effective May 1, 1988, \$335. Effective May 1, 1989, \$345.

OHIP and Extended Health Care - Employer pays 100% of premium costs up to April 30, 1990. (Previously, employer paid 100% of premium costs up to April 30, 1987.)

Supplemental Health Care - Treatment by a licensed chiropractor up to \$15 per visit and up to \$25 per disability for x-rays, to a maximum \$300 per year. (Previously, \$7 per visit with a maximum 30 visits per year.) \$50 once per year for orthopaedic shoes (new).

Long Term Disability - Maximum benefit is \$1,500 (\$1,300) per month.

Vision Care (new) - Maximum claim is \$75 per family member every 2 years.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule. Maximum lifetime claim for orthodontic services is \$1,000 (\$500). Dependent unmarried children attending school are covered to age 25 (21). Mentally or physically handicapped children deemed eligible are covered for life (new).

Pension Plan:

Pension Indexing (new) - Employees who retired after May 1, 1984, receive post retirement adjustments equal to 50% of the increase in the Consumer Price Index up to a maximum adjustment of 5%.

Early Retirement Benefit -

<u>Retirement Age</u>	<u>% of Regular Pension Benefit</u>
55	76% (50%)
56	84% (55%)
57	92% (60%)

Employee aged 58 or 59 with a minimum of 20 years of service receives \$22 per month per year of service to a maximum 30 years to age 60 (new), and thereafter receives the regular bridging benefit. Effective May 1, 1990, \$24.

Bridging Supplement - \$15 (\$18) per month per year of service.

Safety Shoe Allowance:

\$25 (\$10) per purchase.

TRANSPORTATION EQUIPMENT

Fleetwood Canada Limited at Lindsay - Local 1381, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from September 15, 1987 to September 14, 1988, covering 295 employees*, settled with mediation assistance. Duration of negotiations - 3 months.

* Motor Home plant employees are included in this agreement (new).

Wages:

Effective	<u>Sept. 14/87</u>
General Increase	40¢
Assembler and Material Handler	\$8.85 (\$8.45)
Maintenance	\$9.90 (\$9.50)

Health and Welfare:

Weekly Indemnity - Effective November 1, 1987, benefit is \$250 (\$225).

Safety Shoe Allowance:

\$40 (\$30) per year.

Lear Siegler Industries Limited, General Seating Division at Kitchener - Local 1524, Canadian Auto Workers (CLC) (office and plant employees): Two 36 month renewal agreements effective from January 1, 1988 to December 31, 1990, covering 955 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/88	Jan. 1/89	Jan. 1/90
COLA Fold-in		\$1.35		
Increases:				
Incentive		40¢	25¢	25¢
Non-Incentive		40¢	25¢	25¢
Skilled Trades		\$1	25¢	25¢
Office		3%	25¢	25¢

Non-Incentive Rates

Labourer	\$14.63 (\$12.88)	\$14.88	\$15.13
Tool & Die Maker	\$18.14 (\$15.79)	\$18.39	\$18.64

Lump Sum Settlement Payment: \$300 per employee.

Cost of Living Allowance: \$1.40 COLA was generated during the previous agreement; \$1.35 is folded into wages and 5¢ continues to float.

1¢ per 0.1 point increase in the Consumer Price Index - 1981=100, using the September 1987 index as the base. Adjusted quarterly. 20¢ from the first adjustment and 1¢ from the remaining 11 adjustments to be diverted towards benefits for a total of 31¢. (Previously, a total of 13¢ was diverted.)

Health and Welfare: Life Insurance - Benefit is \$23,000 (\$20,000). Effective January 1, 1989, \$25,500. Effective January 1, 1990, \$27,500.

A. D. & D. - Benefit is \$21,500 (\$20,000). Effective January 1, 1989, \$22,725. Effective January 1, 1990, \$23,725.

Weekly Indemnity - Maximum benefit is \$340 (\$318) or the UIC maximum, whichever is greater. Effective January 1, 1989, \$360. Effective January 1, 1990, \$380.

Long Term Disability - For leaves on or after January 1, 1988, benefit is \$925 (\$825) per month. Effective January 1, 1989, \$1,025. Effective January 1, 1990, \$1,125. Current benefits are increased by a maximum \$100, with the maximum benefit not to exceed \$900.

Vision Care - Maximum claim for eyeglasses is \$140 (\$130) every 2 years. Effective January 1, 1989, \$150. Effective January 1, 1990, \$160.

Dental Plan - Maximum lifetime orthodontic benefit is \$1,250 (\$1,000). Coverage is based on the current year's Ontario Dental Association fee schedule.

Pension Plan:

Plan has been renegotiated for the period January 1, 1986 to December 31, 1993.

Future Retirees

Pension Indexing (new) - Effective January 1, 1993, the amount of COLA paid each year will be the lesser of:

- 1) 90% of annual change in the Consumer Price Index.
- 2) The amount of pension an active worker would receive if retiring that year.

Basic Monthly Benefit Per Month Per Year of Service/Normal Retirement:

Effective	Benefit
January 1, 1988	\$19.50 (\$17.50)
January 1, 1989	\$21.50
January 1, 1990	\$23.50
January 1, 1991	\$26.50
January 1, 1992	\$29.50
January 1, 1993	\$31.50

Supplemental Benefit - \$18 (\$17.50) per month per year of service.

Early Retirement "age 55" Special Allowance - Total monthly benefit as shown:

Effective	Benefit
January 1, 1988	\$1,145
January 1, 1989	\$1,240
January 1, 1990	\$1,335
January 1, 1991	\$1,430
January 1, 1992	\$1,575
January 1, 1993	\$1,720

Current Retirees

Basic Monthly Benefit Per Month Per Year of Service - Benefits are increased by \$1.50 in the first year and by \$1 per year for each of the remaining 5 years.

Benefit - Maximum weekly benefit as shown:

Effective	Benefit with UIC	Benefit without UIC
January 1, 1988	\$110 (\$100)	\$135
January 1, 1989	\$120	\$145
January 1, 1990	\$125	\$150

SUB Funding - Employer contributions per hour are 19¢ (18¢), 21¢ and 23¢ respectively in each contract year.

Prepaid Legal
Services Plan
(new):

Employer Contribution - 5¢ per regular hour worked. Benefits commence July 1, 1989. Coverage includes a broad range of legal services.

Voluntary
Termination of
Employment Plan
(new):

Eligible employee permanently laid off due to full or partial plant closure may elect to resign and receive a lump sum payment ranging from \$22,200 to \$39,600 depending on length of service.

Lear Siegler Industries Limited, General Seating Division at Whitby - Local 222, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from January 1, 1988 to December 31, 1990, covering 342 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/88</u>	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
General Increases		\$1	75¢	50¢
Labourer		\$12.10 (\$11.10)	\$12.85	\$13.35
Maintenance Technologist		\$17.85 (\$16.85)	\$18.60	\$19.10

Lump Sum Settlement Payment: \$500 per employee.

Cost of Living Allowance (new): 1¢ per 0.1 point increase in the Consumer Price Index - 1981=100, using the September 1987 index as the base. Adjusted quarterly. 20¢ from the first adjustment and 1¢ from the remaining 11 adjustments is diverted towards benefits for a total of 31¢.

Other changes were negotiated to provide benefits similar to those for Lear Siegler Industries Ltd., General Seating Division at Kitchener, reported above.

United Technologies Automotive (Canada) Inc., Automotive Products Division at St. Thomas - Local 2245, Machinists (AFL-CIO/CLC): A 36-month early renewal agreement effective from February 1, 1988* to January 31, 1991, covering 660 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: * Previous agreement was scheduled to expire February 6, 1989.

Effective	<u>Feb. 1/88</u>	<u>Feb. 6/89</u>	<u>Feb. 5/90</u>
General Increases	39¢	25¢	15¢
Cutter Operator	\$7.00 (\$6.61)	\$7.25	\$7.40
Tool & Die "A"	\$13.39 (\$13.00)	\$13.64	\$13.79

Health and
Welfare:

Life Insurance and A. D. & D. - Maximum benefit is \$10,500 (\$10,000). Effective February 1, 1989, \$11,000. Effective February 1, 1990, \$12,000.

Weekly Indemnity - Maximum benefit is \$155 (\$145). Effective February 1, 1989, \$160. Effective February 1, 1990, \$165.

Dental Plan (new) - Effective April 1, 1988, plan to be introduced.

TRANSPORTATION

Parking Authority of Toronto - Local 43, Canadian Union of Public Employees (CLC)
(full-time and part-time employees): Two 24-month renewal agreements effective from September 1, 1987 to August 31, 1989, covering 210 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/87	Sept. 1/88
Increases		Wage grids for Attendants revised; - 54¢-\$1.38 for Maintenance classifications	4%*
Attendant Grade 3**		\$12.11 (\$11.59)	\$12.59
Maintenance Grade 1		\$14.53 (\$13.15)	\$15.11

* Conditional Wage Reopener if the Consumer Price Index increases by more than 5.5% above the August 1988 index.

** Progresses to Attendant Grade 2 after 3 years and Attendant Grade 1 after 5 years (new).

Start Rate for Students - 58% (53.5%) of the Attendant rate.

Call-Back Pay: 4 (3) hours' pay at time and one-half the regular rate.

Health and Welfare: Long Term Disability - Maximum benefit is \$2,100 (\$2,000) per month. Effective September 1, 1988, \$2,200.

Vision Care - Effective September 1, 1988, maximum claim is \$175 (\$150) every 2 years.

Hearing Aid (new) - Employer pays 100% of premium costs. Maximum claim is \$300 per family each year.

Continuation of Benefits (new) - Effective January 1, 1988, employer pays 50% of premium costs for full medical benefits, drug plan and dental plan, for employee who retired on or after September 1987 with an immediate, unreduced service or disability pension.

EDUCATION AND RELATED SERVICES

Elgin County Board of Education at St. Thomas - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 485 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/87	Jan. 1/88
Increases		3% for Teachers, 4.2%-4.5% for Principal and Co-ordinator	*

Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
Teacher-Category D 0-8 years	\$16,696-\$26,888 (\$16,210-\$26,105)	\$17,077-\$27,501
Teacher-Category A1 0-12 years	\$20,394-\$40,170 (\$19,800-\$39,000)	\$20,859-\$41,086
Teacher-Category A4 0-12 years	\$23,700-\$49,440 (\$23,010-\$48,000)	\$24,240-\$50,300
Co-ordinator 0-3 years	\$51,300-\$53,800 (\$49,125-\$51,625)	\$51,300-\$53,800
Principal 0-3 years	\$55,277-\$57,912 (\$52,897-\$55,418)	\$55,277-\$57,912

Effective	<u>May 1/88</u>
Increase	*
Teacher-Category D	\$17,387-\$28,002
Teacher-Category A1	\$21,500-\$41,300
Teacher-Category A4	\$28,300-\$50,300
Co-ordinator	\$51,300-\$53,800
Principal	\$55,277-\$57,912

* The overall cost of the increases for the 1987-88 school year not to exceed an annualized rate of 4.86%. Salaries for Teachers in Categories A1 to A4 on May 1, 1988 not to exceed the corresponding secondary school teacher salaries.

Responsibility Allowances: Vice-Principal - Effective May 1, 1988, \$4,000 (\$3,540).

Health and Welfare: OHIP, Major Medical and Long Term Disability - Employer pays 80% (75%) of premium costs.

Dental Plan - Employer pays 80% (75%) of premium costs. Coverage is based on the 1986 Ontario Dental Association fee schedule.

Professional Development Fund: \$40,000 (\$30,000) per year.

Paid Preparation Time (new): Minimum 120 minutes per 6-day cycle for full-time teachers.

London and Middlesex County Roman Catholic Separate School Board at London - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 700 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 9½ months.

Wages:	Effective	<u>Sept. 1/87*</u>	<u>Sept. 1/88</u>
General Increases		4.4%	4%

Effective	<u>Sept. 1/87*</u>	<u>Sept. 1/88</u>
Teacher-Category D 2-8 years	\$20,700-\$27,808 (\$19,541-\$26,250)	\$21,528-\$28,920
Teacher-Category A1 0-10 years	\$22,731-\$38,564 (\$21,458-\$36,404)	\$23,640-\$40,107
Teacher-Category A4 0-10 years	\$27,605-\$50,742 (\$26,059-\$47,899)	\$28,709-\$52,772

New rates reflect 1.5% COLA folded into salaries prior to the general increase.

Responsibility
Allowances:

Principal, Secondary (new)	59% of Teacher-Category A1 minimum	
Vice-Principal, Secondary (new)	45% of allowance for allowance for Principal, Secondary	
Teacher Responsible	\$1,025 (\$946)	\$1,100
Acting Co-ordinator	deleted (\$4,491)	
Department Head	\$2,990 (\$2,718)	\$3,120
Minor Head	deleted (\$1,832)	
Assistant Head	\$675 (\$614)	\$700

All other responsibility allowances are increased in accordance with the general salary increases.

Cost of Living
Allowance:

1% per 1% increase in the average Consumer Price Indices for the Ontario Regional Cities from April 1988 to April 1989, triggered at 4% (3%) and calculated for up to 5%; and 0.5% (0.75%) per 1% increase in the average CPI for the Ontario Regional Cities from 5% to a cap of 8%. Pro-rated according to the number of months taught in the preceding school year and capped at 2.5% (4.5%) of employee's basic annual salary in effect on June 15, 1989: Payable in June 1989 and folded into the grid in effect during 1989-90.

Health and
Welfare:

Continuation of Benefits - Employer pays 85% (40%) of premium costs for major medical, dental plan and life insurance for employee on L.T.D. leave.

Transportation
Allowance:

Effective September 1, 1988, 26¢ (25¢) per kilometre.

Paid Preparation
Time (new):

Full-time Elementary Teachers - Minimum 80 minutes per week. Effective September 1, 1988, minimum 100 minutes for teachers of junior kindergarten to grade 3 and minimum 120 minutes for teachers of grade 4-8.

Norfolk Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1987 to August 31, 1988, covering 230 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/87</u>
	General Increase	4.93%
	Teacher-Category 1 0-10 years	\$25,000-\$39,996 (\$23,825-\$38,117)
	Teacher-Category 4 0-10 years	\$30,247-\$50,503 (\$28,826-\$48,130)
	Vice-Principal 0-3 years	\$55,968-\$60,903 (\$53,338-\$58,041)
	Principal 0-3 years	\$62,449-\$68,428 (\$59,515-\$65,212)

Cost of Living Allowance: 0.2% per 0.2% point increase in the Consumer Price Index - 1971=100, using the August 1987 index as the base. Triggered at 8% and capped at 2%. Payable in September 1988. (Basic formula is unchanged. Formula did not trigger.)

Responsibility and Graduate Degree Allowances: Increased by 4.9%.

Health and Welfare: Major Medical, Life Insurance and Dental Plan - Effective January 1, 1988, employer pays 80% (75%) of premium costs.

Dependent Life Insurance - Effective February 1, 1988, benefit is \$15,000 (\$10,000) for spouse and \$10,000 (\$5,000) for child.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective June 1, 1988, plan is extended to include orthodontic services on a 50%-50% co-insurance basis with a lifetime maximum claim of \$1,000 per person (new). Effective September 1, 1988, coverage is based on the 1986 O.D.A. fee schedule.

Continuation of Benefits - Employer continues to contribute towards existing benefit plans for employee on 4-month adoption leave (new).

Simcoe County Board of Education at Barrie - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1987 to August 31, 1989, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	1.1% non-compounded

Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
Additional Adjustments	Some minor restructuring of wage grid	
Teacher-Category IV 0-11 years	\$23,159-\$40,219 (\$22,269-\$38,109)	\$23,404-\$40,644
Teacher-Category VII 0-11 years	\$28,347-\$50,305 (\$27,257-\$48,370)	\$28,647-\$50,837
Curriculum Officer 0-2 years	\$54,136-\$56,160 (\$52,054-\$54,000)	\$54,709-\$56,754
Vice-Principal 0-3 years	\$55,718-\$59,468 (\$53,575-\$57,181)	\$56,308-\$60,097
Principal 0-4 years	\$62,950-\$67,851 (\$60,529-\$65,241)	\$63,616-\$68,569

Effective	<u>Sept. 1/88</u>	<u>Jan. 1/89</u>
General Increases	4%	1% non-compounded

Additional Adjustments	Some minor restructuring of wage grid	
Teacher-Category IV	\$25,378-\$42,270	\$26,621-\$42,676
Teacher-Category VII	\$30,400-\$52,870	\$30,692-\$53,378
Curriculum Officer	\$56,897-\$59,024	\$57,443-\$59,591
Vice-Principal	\$58,559-\$62,501	\$59,122-\$63,101
Principal	\$66,161-\$71,312	\$66,797-\$71,997

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Dental Plan - Effective January 1, 1988, employer pays 60% (50%) of the premium costs. Effective September 1, 1988, 70%.

HEALTH AND WELFARE SERVICES

Thunder Bay City Corporation, Homes for the Aged - Local 268, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from June 29, 1986 to June 28, 1988, covering 390 employees, settled by arbitration. Duration of negotiations - 6 months.

Wages:	<u>Effective</u>	<u>June 29/86</u>	<u>June 29/87</u>
General Increases		5%	4.5%
Housekeeping Aide		\$9.1336-\$9.3636 (\$8.6987-\$8.9178)	\$9.5446-\$9.7850

Effective	<u>June 29/86</u>	<u>June 29/87</u>
R.N.A.	\$10.3141-\$10.5441 (\$9.8230-\$10.0420)	\$10.7782-\$11.0185
Engineer Handyman	\$12.0462-\$12.6389 (\$11.4726-\$12.0371)	\$12.5883-\$13.2077

Maximum rates are reached after 2 years.

Shift Premium:	30¢ (25¢) per hour worked between 4 p.m. and 8 a.m. (Previously, \$2 per shift between 4 p.m. and 8 a.m. for full-time and 25¢ per hour worked between 4 p.m. and 12 p.m. for part-time.)
Paid Holidays (part-time):	9 days at time and one-half when worked. (Previously, 7 days at regular rate when not working and time and one-half when worked.)
Vacation Pay (part-time):	6% after 5,850 (7,800) hours worked, 8% after 15,600 (new), 10% after 33,150 (new).
Pay in Lieu of Fringe Benefits (part-time):	12% of hourly rate (previously, 60¢ per hour worked). Effective June 29, 1987, 14%.

Versa-Care Limited and Brierwood Health Care Partnership, Brierwood Health Centre at Brantford, Sumit Place at Owen Sound and Telfer Place at Paris - Christian Labour Association (Ind.) (full-time and part-time service employees): A 36-month renewal agreement effective from April 1, 1987 to March 31, 1990, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/87</u>	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>
Increases		48¢	Average 5¢	Wage and Selected Benefits Re-opener
Housekeeping Aide	\$8.72-\$10.02 (\$8.24-\$9.54)		\$8.79-\$10.09	
Nursing Aide	\$8.87-\$10.17 (8.39-\$9.69)		\$8.92-\$10.22	
R.N.A.	\$9.97-\$11.27 (\$9.49-\$10.79)		\$10.18-\$11.48	

Maximum rates are reached after 5,625 hours paid.

Health and Welfare (full-time): Dental Plan - Employer pays 50% of premium costs for Blue Cross Plan #9 (#7) or equivalent. Coverage is based on the 1987 (current year's) Ontario Dental Association fee schedule.

Vision Care (new) - Effective January 1, 1988, employer pays 100% of premium costs. Maximum claim is \$70 every 2 years.

Payment in Lieu of Benefits (part-time): 45¢ (40¢) per hour, except pro-rated benefits for Telfer Place employees (unchanged).

Uniform Allowance: Effective January 1, 1988, \$7 (\$6) per month for full-time employees and \$3.50 (\$3) per month for part-time employees. Effective April 1, 1988, \$8 and \$4 respectively. Effective April 1, 1989, \$9 and \$4.50 respectively.

PERSONAL SERVICES

Orangerooft of Canada, operating as Howard Johnson Airport Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1987 to November 30, 1989, covering 325 employees, settled at the bargaining stage. Duration of negotiations - $\frac{1}{2}$ month.

Wages:	Effective	<u>Dec. 1/87</u>	<u>Dec. 1/88</u>
Increases		15¢-44¢	16¢-46¢
Waiter/Waitress		\$4.85 (\$4.70)	\$5.01
Maintenance Painter		\$10.84 (\$10.40)	\$11.30
Paid Holidays:	Effective in 1989, Remembrance Day is added for a total of 11 (10) days.		
Health and Welfare:	<u>Employer Contribution</u> - 35¢ (30¢) per hour to union benefit program. Effective May 1, 1989, 38¢.		

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (correctional services category): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 3,436 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/88</u>
General Increase		4.557%
Additional Adjustment		Wage grid for Attendant 3, Oak Ridge adjusted to reach parity with Correctional Officer 3 grid
Observation and Detention Home Worker 2		\$12.42-\$15.15 (\$11.88-\$14.49)
Correctional Officer 2		\$14.42-\$16.75 (\$13.79-\$16.02)
Trade Instructor 3		\$19.02-\$20.16 (\$18.19-\$19.28)
Maximum rates are reached in annual steps on merit.		

Addenda

June 1987 Settlements

HEALTH AND WELFARE SERVICES

Renfrew County Corporation, Bonnechere Manor at Renfrew - Local 1508, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 232 employees, settled at the post conciliation bargaining stage and ratified in June 1987. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	4%
	Housekeeping Aide	\$9.25-\$9.53	\$9.66-\$9.95
	0-1 year	(\$8.89-\$9.16)	
	R.N.A.	\$10.76-\$10.97	\$11.23-\$11.45
	0-1 year	(\$10.35-\$10.55)	
	Maintenance Person	\$10.80-\$10.99	\$11.28-\$11.47
	0-1 year	(\$10.38-\$10.57)	
Shift Premium:	0-37¢-39¢ (0-35¢-37¢). Effective January 1, 1988, 0-40¢-42¢.		
Paid Holidays:	Easter Monday is added for a total of 12 (11) days.		
Paid Vacation:	Effective January 1, 1988, 4 weeks after 9 (10) years of service and 5 weeks after 18 (20) years.		
Health and Welfare (full-time):	<u>Life Insurance and A. D. & D.</u> - Effective January 1, 1988, benefit is \$35,000 (\$25,000).		
	<u>Dental Plan</u> - Effective January 1, 1988, coverage is based on the 1987 (1984) Ontario Dental Association fee schedule.		
Payment in Lieu of Fringe Benefits (part-time):	Effective January 1, 1988, 13% (12.7%) of straight time rate.		
Clothing Allowance:	<u>Full-time</u> - \$85 (\$75) per year. Effective January 1, 1988, \$95.		
	<u>Part-time (new)</u> - \$50 per year.		
Meal Allowance:	Effective January 1, 1988, \$1.50 (\$1.10).		

PERSONAL SERVICES

Westin Hotel at Ottawa - Local 351, Textile Processors (Ind.) (full-time and part-time employees): A 36-month first agreement effective from May 1, 1987 to April 30, 1990, covering 479 employees, settled at the bargaining stage and ratified in June 1987. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/87</u>	<u>Nov. 1/87</u>	<u>May 1/88</u>
	Increases:			
	Non-Gratuity	20¢	20¢	20¢
	Gratuity	10¢	10¢	10¢
	Servers	\$5.60 (\$5.50)	\$5.70	\$5.80
	Electrician	\$14.49 (\$14.29)	\$14.69	\$14.89
	Effective	<u>Nov. 1/88</u>	<u>May 1/89</u>	<u>Nov. 1/89</u>

Increases:

Non-Gratuity	20¢	20¢	20¢
Gratuity	10¢	10¢	10¢
Servers	\$5.90	\$6.00	\$6.10
Electrician	\$15.09	\$15.29	\$15.49

Hours of Work: Banquet Employees - In accordance with the Employment Standards Act.

Other Employees - 44 hours per week. Effective May 1, 1988, 42 hours. Effective May 1, 1989, 40 hours.

Overtime Pay: Banquet Employees - In accordance with the Employment Standards Act.

Other Employees - Time and one-half the regular rate for work in excess of maximum weekly hours.

Paid Rest Periods: One 15 minute rest period every 4 hours.

Reporting Pay: Minimum 4 hours' pay at regular straight time hourly rate.

Call-in Pay: Minimum 4 hours' pay at the regular rate.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Employee's Birthday, Remembrance Day, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and the Employee's Anniversary Date of employment or Heritage Day are recognized for a total of 12 days.

Paid Vacation: 3 weeks after 6 years of service and 4 weeks after 12 years. Effective May 1, 1988, 3 weeks after 5 years.

Bereavement Leave: 3 days' paid leave upon death of spouse, child, parent, brother or sister. 1 day's paid leave when unable to attend funeral outside of Canada.

Gratuities: Banquet Employees - 70% for staff including 12½% for banquet housemen and 30% for management.

Bell Persons - Minimum \$1.75 in and out for each day on tour.

Room Service Server - \$1.75 per complimentary delivery and 10% of the value of the check or menu price on any management order delivered.

Health and
Welfare:

OHIP - Employer pays 100% of the premium costs.

Employer Contribution - Effective May 1, 1988, \$70 per month per employee to the Textile Processors, Local 351 Health and Welfare Fund. Effective May 1, 1989, \$75.

July 1987 Settlement

TRANSPORTATION EQUIPMENT

Trim Trends Canada Limited at Dundalk - Local 6320, United Steelworkers (AFL-CIO/CLC)
(full-time and part-time employees): A 36-month first agreement effective from July 4, 1987 to July 4, 1990, covering 240 employees, settled with mediation assistance and ratified in July 1987. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 4/87</u>	<u>July 4/88</u>	<u>July 4/89</u>
	General Increases	28¢	30¢	37¢
	Skilled Trades Adjustments	50¢	50¢	50¢
	<u>Hourly Rates</u>			
	Material Handler 3-15 months	\$7.12-\$8.12 (\$6.84-\$7.84)	\$7.42-\$8.42	\$7.79-\$8.79
	Toolmaker Class A 3-15 months	\$11.65-\$12.65 (\$10.87-\$11.87)	\$12.45-\$13.45	\$13.32-\$14.32
Hours of Work:	8 hours per day and 40 hours per week.			
Paid Rest Periods:	10-minute paid rest period in each completed half-shift and during overtime of 2 hours or more.			
Shift Premium:	0-20¢-30¢.			
Lead Hand Premium:	25¢ per hour above basic hourly rate of highest paid bargaining unit employee.			
Group Leader Premium:	40¢ per hour above basic hourly rate of highest paid bargaining unit employee.			
Reporting Pay:	Minimum 4 hours' work or 4 hours' pay at regular rate.			
Call-In Pay:	Minimum 3 hours' pay at time and one-half, except when call-in continues into or is within 1 hour of scheduled shift.			
Overtime Pay:	Time and one-half after 8 hours per day, 40 hours per week and on a Saturday. Double-time for working on a Sunday or paid holiday.			

Temporary Transfer Pay:	Employee temporarily transferred to a lower classification will receive: regular rate of pay when requested by employer; the lower rate of pay when at employee's request or to avoid lay-off; and the higher rate of pay when transferred to a higher classification.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Eve, Christmas Day, Boxing Day, plus 3 week-days after Boxing Day for a total of 13 days are recognized.
Paid Vacation:	2 weeks at 4½% of gross earnings after 5 years of service; 2 weeks at 5% after 7 years and 2 weeks at 5½% after 8 years. 3 weeks at 6% after 9 years, 3 weeks at 7% after 15 years. 4 weeks after 20 years. Effective July 4, 1988, 3 weeks after 7 years and 4 weeks after 19 years. Effective July 4, 1989, 3 weeks after 6 years and 4 weeks after 18 years. Effective July 4, 1990, 3 weeks after 5 years and 4 weeks after 17 years. Calculation of vacation pay is based on gross earnings in the previous 12 months exclusive of vacation pay.
Paid Travel Time:	Employer pays for travel expenses incurred when attending medical examination at the employer's request or for treatment of a work-related injury.
Jury/Witness Pay:	Employer pays the difference between regular daily wages and fees received by subpoenaed employee.
Bereavement Leave:	3 days' paid leave upon death of parent, spouse, child, brother, sister, parent-in-law, or grandparent.
Health and Welfare (full-time):	<p>Employer pays 100% of premium costs for the following benefits:</p> <p><u>OHIP</u></p> <p><u>Drug Plan</u> - 35¢ deductible per prescription.</p> <p><u>Life Insurance & A. D. & D.</u> - Benefit is \$10,000.</p> <p><u>Weekly Indemnity</u> - Benefit is 66 2/3% of UIC maximum, payable on a 1-7 basis.</p> <p><u>Dental Plan</u> - Blue Cross Dental Plan #7. Effective August 1, 1987, coverage is based on the 1985 Ontario Dental Association fee schedule. Effective August 1, 1988 and August 1, 1989, the 1986 and 1987 O.D.A. fee schedules respectively.</p>
Prescription Safety Glasses:	Maximum is \$60 every 2 years if required.
Pension Plan:	<u>Basic Benefit</u> - \$7.50 per month per year of credited service.
Safety Shoe Allowance:	\$40 reimbursement once per year for employee is required to wear industrial safety shoes.

October 1987 Settlements

HEALTH AND WELFARE SERVICES

Chatham Public General Hospital - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 12-month renewal agreements effective from September 16, 1987 to September 15, 1988, covering 323 employees, settled at the conciliation officer stage and ratified in October 1987. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 16/87</u>
	General Increase	4%
	Housekeeping Light	\$10.693-\$10.982 (\$10.282-\$10.560)
	R.N.A.	\$11.718-\$12.117 (\$11.267-\$11.651)
	Carpenter	\$12.947-\$13.579 (\$12.444-\$13.057)

Maximum rates are reached after 2 years.

Shift Premium: \$2.60 (\$2.50) per shift.

Paid Vacation: 4 weeks after 8 (10) years of service.

Health and Welfare: Dental Plan - Coverage is based on the 1988 (1986) Ontario Dental Association fee schedule.

PERSONAL SERVICES

Chateau Laurier Hotel at Ottawa - Local 270, Railway, Transport and General Workers (CLC) (full-time and part-time employees): A 36-month renewal agreement effective from January 12, 1988* to December 31, 1990, with wages retroactive to October 31, 1987, covering 275 employees, settled at the conciliation officer stage and ratified in October 1987. Duration of negotiations - 3 months.

* Previous agreement expired June 30, 1987.

Wages:	Effective	<u>Oct. 31/87</u>	<u>May 8/88</u>
	Increases	9¢-30¢	8¢-26¢
	Waiter/Waitress	\$5.76 (\$5.67)	\$5.84
	Electrician	\$12.71 (\$12.41)	\$12.97

Effective	<u>Oct. 27/88</u>	<u>May 7/89</u>
Increases	9¢-25¢	9¢-33¢
Waiter/Waitress	\$5.93	\$6.02
Electrician	\$13.22	\$13.55

Safety Shoe and
Safety Glasses
Allowance (new):

Employer reimburses 50% of the cost of safety shoes or glasses required by the employer, to a maximum \$30 every 2 years.

November 1987 Settlements

PRIMARY METAL

Ferrum Inc., Sonco Steel Tube Limited Division, Holtby Ave. and Van Kirk Dr. plants at Brampton - Local 7536, United Steelworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from October 1, 1987 to September 30, 1989, covering 280 employees, settled at the conciliation officer stage and ratified in November 1987. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
	General Increases	5.5%	5%
	Labourer	\$12.98 (\$12.30)	\$13.63
	Tradesman Licensed	\$15.44 (\$14.64)	\$16.21

Previous rates reflect 13¢ COLA folded in during the previous agreement.

Cost of Living Allowance: 1¢ per 0.6 point change in the Consumer Price Index - 1961=100 from October 1, 1988 to April 1, 1989. Capped at 15¢ and folded into wages. (Basic formula is unchanged.)

Shift Premium: 0-30¢-40¢ (0-30¢-30¢).

Paid Vacation: 4 weeks after 12 (13) years of service and 5 weeks after 22 (23) years. Effective October 1, 1988, 4 weeks after 11 years and 5 weeks after 20 years.

Health and Welfare: Life Insurance - Benefit is \$14,000 (\$12,000).

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Employer Contribution - 20¢ (15¢) per hour worked to a maximum 2,000 hours per employee per year. Effective March 1, 1988, 25¢. Effective October 1, 1988, 30¢. Effective March 1, 1989, 40¢.

Paid Union Leave (new): Employer pays up to a maximum \$1,000 gross wages for employees on union education leave.

ELECTRICAL PRODUCTS

Control Data Canada Ltd., Computing Devices Co. Division at Ottawa - Salaried Employees Alliance (Ind.): A 24-month renewal agreement effective from November 1, 1987 to October 31, 1989, covering 310 employees, settled at the bargaining stage and ratified in November 1987. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/87</u>	<u>Nov. 1/88</u>
	General Increases	1%	1.5%
	Additional Adjustments (Merit Pool)	2%	2.5%
	Experience Enhancement Increase	0.5%-9.5%	0.5%-9.5%

Salaries for Engineers are based upon effective year of graduation.

Signing Bonus: 1% of salary.

Paid Vacation: 3 weeks upon hire (previously, after 2 years).

Severance Pay: Employee aged 50 or over with less than 10 years of service receives one additional week of severance pay for each year over 50, to a maximum 22 additional weeks' pay (new).

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): A 27-month renewal agreement effective from March 2, 1987 to June 1, 1989, covering 1,000 Ontario employees, settled at the conciliation stage and ratified in November 1987. Duration of negotiations - 10 months.

Wages:	Effective	<u>Mar. 2/87</u>	<u>Mar. 2/88</u>
	General Increases	4%	4%
	Additional Adjustments	Restructuring of weekly base pay	
	<u>Weekly Base Pay</u>		
	Pilot	\$437.02-\$691.47 (\$369.00-\$680.50)	\$454.50-\$719.12

Note: Pilot receives either an hourly base pay to be included as a component of flying pay or salary in accordance with total credited service. Maximum rates are reached after three 12-month increases.

Hourly Base Pay

Second Officer (10th year)	\$21.88 (\$21.04)	\$22.76
First Officer Captain (12th year)	\$24.12 (\$23.19)	\$25.08

Note: First Officer with 2 (3) or more years of service and Second Officer with 4 or more years of service receive, for each hour flown, hourly base pay plus a percentage of Captain's hourly flying pay, mileage and gross pay as follows.

First Officer	from 47.2% to 61.2% (49.2%-61.2%)
Second	from 38.2% to 43.2% (unchanged)
	varies with years of service

Captain

Hourly Flying Pay

<u>Equipment</u>	<u>Day</u>	<u>Night</u>	<u>Day</u>	<u>Night</u>
DC-9	\$50.5098 (\$47.5495)	\$66.1522 (\$62.4424)	\$52.5302	\$68.7983
B-727	\$50.5098 (\$48.5671)	\$66.1522 (\$63.6079)	\$52.5302	\$68.7983
B-747	\$56.5757 (\$54.3997)	\$74.3210 (\$71.4625)	\$58.8387	\$77.2938

<u>Mileage Pay</u>	6.441¢ per mile (5.9078¢)	6.3899¢ per mile
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<u>Gross Weight</u> per 1,000 pounds of the certified gross weight of the aircraft flown, per hour	6.1441¢ (5.9078¢)	6.389¢
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Gross Weight of Airplanes for Pay Calculations

L-1011	469,000 (464,000) lbs.
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Extended Duty Pay (new):	\$7 for each 24-hour period in excess of 120 hours away from home base.
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Formula Pay:	After 2 (3) years for First Officer.
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Simulator Pay (new):	Two and one-half hours pay for annual simulator check #5.
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Health and Welfare:	<u>Long Term Disability</u> - Maximum benefit is \$9,000 (\$7,500) per month.
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Continuation of Benefits - Benefit coverage continues for A. D. & D., Vision Care and Dental Plan during illness as a result of a foreign disease.

Pension Plan:	<u>Early Retirement (new)</u> - Effective June 1, 1989, employee at age 57 may retire without actuarial reduction. Eligibility is 15 months on current equipment.
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Meal Allowance:	Effective December 1, 1987, \$43.70 (\$42) per day. Effective March 2, 1988, \$45.45.
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Uniform Cleaning Allowance: Effective December 1, 1987, \$30.50 (\$28.25) per month. Effective March 2, 1988, \$31.50.

Canadian Airlines International*, system-wide - Lodge 771, Machinists (AFL-CIO/CLC):
A 36-month renewal agreement effective from May 25, 1987 to May 20, 1990, covering 500 Ontario employees, settled at the bargaining stage and ratified in November 1987. Duration of negotiations - 5 months.

* Pacific Western Airlines Limited and Canadian Pacific Airlines Limited, carrying on business as Canadian Airlines International.

Wages:	Effective	<u>May 25/87</u>	<u>May 23/88</u>
General Increases		4%**	4%
Clerk 1-3***		\$7.77-\$8.77 (\$7.47-\$8.43)	\$8.08-\$9.12
Mechanic 0-4 years		\$15.90-\$18.39 (\$15.29-\$17.68)	\$16.54-\$19.13
Non-Destructive Testing Technician Grade 3 (previously Grade 4)		\$22.15 (\$21.30)	\$23.04

Effective	<u>May 22/89</u>
General Increase	5%
Clerk 1-3	\$8.48-\$9.58
Mechanic	\$17.37-\$20.09
N.D.T. Technician Grade 3	\$24.19

** Effective from August 1, 1987 for former Pacific Western Airlines employees.

Additional Adjustments - Effective January 1, 1988, restructuring of some classifications and integration of wage grids.

*** Clerk 1 progress to Clerk 2 after 6 months and to Clerk 3 after another 6 months.

Shift Premium:	Effective May 22, 1989, 0-38¢-45¢ (0-36¢-43¢) and 49¢ (47¢) for irregular shifts.
Certificate Premium:	15¢ (10¢) for Aircraft Mechanic licenced to work on one type of aircraft. 25¢ (20¢) for work on 2 types of aircraft.
Paid Holidays (full-time):	Boxing Day is added for a total of 9 (8) days and 2 (3) floating days.
Compassionate Leave:	3 paid days in the event of a serious illness or death of an immediate family member, 4 days when travelling more than 160 kilometres and 5 days when travelling outside of North America. (Previously, at employer's discretion.)

Paid Leave of Absence: 1 week per year (unchanged) or salary in lieu (new).

Marriage Leave (new): 1 paid day for wedding of employee or immediate family member.

Isolation Pay (new): \$150 per 30 calendar days.

Minimum 55 hours at regular rate; time and one-half for between 50 and 55 hours and double-time after 55 hours worked will be paid as compensation for irregularity of hours worked Monday through Sunday.

\$3 per hour for employee working on aircraft at intermediate or terminal points. \$25 for employee required to fly on a test flight or in-flight observation of an aircraft's condition.

The greater of an additional \$150 or Crew Chief's rate per month for Engineer supervising 1 or more employees.

Straight-time hourly rate when travelling from home base to isolated post.

Provision of subsidized accommodation and meals for employee and family.

Parental Leave (new): 2 paid days for birth or adoption for employee or spouse.

Sick Leave: Employee may use accumulated hours from their overtime bank for additional vacation or daily time off during the year. Overtime bank is now capped at 144 hours per year. (Previously, accumulation was unlimited and could be used as lieu-time. Employee would receive payment at regular rate for unused balance at the end of the year or carry over the balance and use as lieu-time until March 31 of the following year.)

Health and Welfare: Major Medical - Employer pays increased premiums for out of town coverage.

Vision Care - Maximum claim is \$120 (75) every 2 years.

Continuation of Benefits (new) - Employer pays all health and welfare benefits while employee is on lay-off. Pension contributions are also continued while on Long Term Disability.

Payment in Lieu of Fringe Benefits: Employee working 19 hours or less receives \$15 per pay in lieu of medical coverage and benefits for Life Insurance, Long Term Disability and Pension are pro-rated. (Previously, employee working 20 hours or more received pro-rated benefits.) Employee working 19 or more hours per week receives the same benefits as full-time employee.

Pension Plan: Pension plans for each of the airlines have been amalgamated and are being modified accordingly, resulting in improvements in some cases.

Early Retirement - Employee whose age plus years of service equals 80 may elect to retire at age 55 (57) without actuarial reduction.

Uniform Maintenance Allowance:	\$20 per month for Flight Engineer, Line Engineer, Load Master and Security Officer. (Previously, various amounts for selected groups.)
First-Aid Attendant Allowance (new):	\$15 per month for all employees who have completed a company approved first aid training course.

EDUCATION AND RELATED SERVICES

York University at Toronto - Faculty Association (Ind.) (full-time professors, lecturers and librarians): A 24-month renewal agreement effective from May 1, 1987 to April 30, 1989, covering 1,091 employees, settled at the bargaining stage and ratified in November 1987. Duration of negotiations - 6 months.

Wages:	Effective	May 1/87	May 1/88
General Increases		6% on salary floors; 2.5% plus \$770 on base salaries	6% on salary floors; 4.25% on base salaries
<u>Annual Salary Floors</u>			
Lecturer		\$24,500 (\$23,110)	\$26,000
Assistant Professor		\$30,000 (\$28,250)	\$31,800
Professor		\$48,300 (\$45,570)	\$51,200
General Librarian		\$23,180 (\$21,870)	\$24,570
Senior Librarian		\$41,040 (\$38,720)	\$43,500

Additional Adjustment - Effective January 1, 1988, 1% on base salaries.

Merit Fund: Effective November 1, 1988, merit pool equal to 1% (0.9%) of the January 1, 1988 salaries.

Annual Career Progress Increments: \$1,297 (\$1,222). Effective May 1, 1988, \$1,375.

Health and Welfare: Dental Plan - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

Pension Plan: A number of new retirement options, based on age, status, and years of service, under a flexible retirement program have been introduced.

Early Retirement - Pension is reduced by 0.25% per month of early retirement for up to 60 months, and reduced by 0.5% per month beyond 60 months. (Previously, actuarially reduced.)

Current Retirees - Benefits are increased by \$40 per month for retirements before July 1, 1984 and by \$20 per month for retirements between July 1, 1984 and June 30, 1985.

Minor Research Fund: Increased by 10%. Effective May 1, 1988, increased by 5% plus \$1,000.

Conference Travel Fund: Increased by 5% plus \$7,000. Effective May 1, 1988, increased by 5%.

Leave Fellowship Fund (new): Effective May 1, 1988, \$125,000 for additional grants to sabbaticants.

University Teaching Learning Development Fund (new): \$20,000 plus a conditional \$10,000 for innovative teaching learning projects.

Teaching Fellowship Fund (new): \$25,000 for developing teaching programs and enhancing teaching skills.

York University at Toronto - Local 3, Canadian Educational Workers (Ind.) (Unit 1: graduate students and Unit 2: part-time faculty): Two 24-month renewal agreements effective from September 1, 1987 to August 31, 1989, covering 1,500 employees, settled at the bargaining stage and ratified in November 1987. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	Average Increases	7.5%	7.5%
	<u>Annual Salary</u>		
	Teaching Assistantship Unit 1 (10 hours per week)	\$6,969 (\$6,450)	\$7,485
	<u>Salary per Assignment</u>		
	Course Director	\$7,863 (\$7,278)	\$8,445
	<u>Hourly Rates</u>		
	Coach, Fine Arts	\$20.23 (\$19.60)	\$21.70
	Tutor 3, Marker/Grader and Tutor 4, Individual Tutor	\$17.60 (\$16.50)	\$18.65
	Computer Centre Adviser	\$10.05 (9.30)	\$10.80

Sick Leave: No reduction in pay for sick leave of up to a total of 4/35 (3/35) of the term of the employee's contracts.

Paid Maternity Leave: Up to 7/35 (6/35) of the term of the employee's contracts.

Paid Adoption Leave:	Up to 4/35 (3/35) of the term of the employee's contracts.
Health and Welfare:	<u>Dental Plan (new)</u> - Effective May 1, 1988, employer contributes \$9 per month per eligible employee.
Pension Plan (new):	Effective January 1, 1988, employee with earnings greater than or equal to the Course Director rate in each of 2 consecutive years is eligible to participate in the plan.
Thesis Allowances:	Increased by \$50.
Ways and Means Fund:	Employer contributes \$20,000 per year. \$22,000 from the fund will be allocated to the union for development of new child care facilities (new).
Bursary Fund (Unit 1):	\$75,000 (\$55,000) for the term of this agreement.
Research Costs Fund (Unit 1):	\$30,000 (\$20,000) per year.
Research Grants and Conference Travel Funds (Unit 2):	\$60,000 for research grants and \$26,000 for conference travel. (Previously, \$26,000 for a single fund.) Effective for 1988-89, \$115,000 and \$31,000 respectively.
Teaching Development Fund (Unit 2) (new):	Effective by September 1, 1988, \$15,000.

CONSTRUCTION

Exhibit and Display Association of Canada at Toronto and vicinity - Local 506, Labourers (AFL-CIO): A 22-month renewal agreement effective from November 1, 1987* to August 31, 1989, with wages retroactive to September 1, 1987, covering 300 employees, settled at the conciliation officer stage and ratified in November 1987. Duration of negotiations - 3 months.

* Previous agreement expired August 31, 1987.

Wages:	Effective	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
General Increase		79¢	94¢
Labourer		\$20.08 (\$19.29)	\$21.02

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare and pension funds.

Overtime Pay:	Time and one-half for the first 2 (4) hours of overtime Monday to Friday, and double time thereafter (unchanged). Time and one-half for the first 7½ (11½) hours worked Saturday and Sunday, and double time thereafter (unchanged).
Shift Premium:	\$1.10 (\$1) per hour if shift commences between 6 p.m. and 6 a.m.

Welfare Fund: Effective September 1, 1987, employer contributes \$1.40 per hour earned (\$1.17 per hour worked).

Pension Fund: Effective September 1, 1988, employer contributes 30¢ (20¢) per hour worked.

Prepaid Legal Plan Fund (new): Effective January 1, 1988, employer contributes 6¢ per hour earned.

Safety Shoe Allowance(new): Effective September 1, 1987, 3¢ per hour worked.

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO

JANUARY TO DECEMBER 1987
CUMULATIVE INDEX BY EMPLOYER

RESEARCH AND ANALYSIS UNIT
INDUSTRIAL RELATIONS DIVISION
ONTARIO MINISTRY OF LABOUR

HON. GREGORY SORBARA
MINISTER

GLENN R. THOMPSON
DEPUTY MINISTER

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
A.R. Clarke & Co. Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	May	143
Abitibi-Price Inc., La Compagnie Price Limitee, La Campagnie Gaspesia Limitee, Ontario, Quebec and Newfoundland and Cdn. Paperworkers (CLC) (mill empls.)	June	192
Accurcast Die Casting Ltd., Wallaceburg and Molders (AFL-CIO/CLC)	Nov.	421
Air Canada, system-wide and Air Line Pilots (Ind.)	Dec.	478
Algoma Steel Corp. Ltd., Steelworks and Superior Ltd., Tube Div., Sault Ste. Marie and Algoma Ore Div., Wawa and United Steelworkers (AFL-CIO/CLC) (clerical, technical, mine production and maintenance mill empls.)	May	147
Algoods Div., Aluminum Co. of Canada, Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Mar.	92
Allied Automotive, Bendix Electronics Ltd. Div., Chatham and Cdn. Auto Workers (CLC)	Apr.	107
Allied Corp. (Signal), Certified Brakes Div., Mississauga and United Steelworkers (AFL-CIO/CLC)	June	198
AMCA International Ltd., Dominion Bridge - Ontario, Mount Dennis Plant, Toronto and United Steelworkers	Apr.	106
American Motors (Canada) Inc., Holmes Foundry Div., Sarnia and Cdn. Auto Workers (CLC)	May	178
Atikokan Forest Products Inc., Sapawe and McKenzie Forest Products Inc., Hudson and Carpenters (AFL-CIO) (sawmill empls.)	May	144
Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories, Chalk River and Cdn. Labour Congress (CLC)	Aug.	307
Atomic Energy of Canada Ltd., CANDU Operations, Mississauga, Ont. and Montreal, Que. and Engineers Assn. (Ind.)	Oct.	404
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River and Office and Professional Empls. (AFL-CIO/CLC)	June	228
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC)	May	183
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Atomic Energy Allied Council of 8 unions (AFL-CIO/CLC and CFL)	Sept.	353
Avon Sportswear, Toronto and United Garment Workers (AFL-CIO/CLC)	Nov.	414
Babcock & Wilcox Industries Ltd., Babcock & Wilcox Canada Div., Cambridge and United Steelworkers (AFL-CIO/CLC)	Sept.	329
Batronics Inc., Maple and Cdn. Auto Workers (CLC)	May	149
BBC Brown Boveri Canada Inc., Power Distribution Div., Mississauga and Cdn. Operating Engineers (CCU)	Feb.	38
Bethany Lodge and 9 other nursing homes at London and district and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	June	226
Boeing of Canada Ltd., de Havilland Aircraft Div., Toronto and Cdn. Auto Workers (CLC) (office, clerical and production empls.)	Aug.	297
Boise Cascade Canada Ltd., Fort Frances and Kenora and Cdn. Paperworkers (CLC), Electrical Workers (IBEW) (AFL-CIO/CFL), Intl. Operating Engineers (AFL-CIO/CFL), Machinists (AFL-CIO/CLC), Office and Professional Empls. (AFL-CIO/CLC), United Paperworkers (AFL-CIO/CLC)	July	255
Brampton City Corp. and CUPE (CLC) (outside, office and technical/professional empls.)	Feb.	49

Brant County Board of Education, Brantford and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	359
Brant County Board of Education, Brantford and Ont. Secondary School Teachers' Fed. (Ind.)	June	213
Brant County Roman Catholic Separate School board, Brantford and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	432
Bruce County Board of Education, Chesley and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	278
Bruce County Board of Education, Chesley and Ont. Secondary School Teachers' Fed. (Ind.)	June	214
Budd Canada Inc., Kitchener and Cdn. Auto Workers (CLC) (production, office and technical empls.)	Nov.	423
Burlington Canada Inc., Bramalea and Labourers (AFL-CIO)	Apr.	104
CAE DieCast Ltd., St. Catharines and Machinists (AFL-CIO/CLC)	Feb.	29
Camco Inc., Hamilton and Electrical Workers (UE) (CLC)	Aug.	298
Canada Post Corp., system-wide and Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	July	260
Canadian Airlines International, system-wide and Machinists (AFL-CIO/CLC)	Dec.	480
Canadian Broadcasting Corp., system-wide and Newspaper Guild (AFL-CIO/CLC)	June	212
Canadian Corporate Management Co. Ltd., Chromalox Canada Div., Toronto and Cdn. Auto Workers (CLC)	Sept.	335
Canadian General Electric Co. Ltd., Toronto, Burlington, Peterborough and Trenton and Electrical Workers (UE) (CLC)	Feb.	37
Canadian Imperial Bank of Commerce, Chargex Centre, Toronto and CLC Directly Chartered (full-time and part-time empls.)	Mar.	76
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence in Ontario and Quebec and Seafarers (AFL-CIO/CLC) (unlicensed personnel)	Aug.	319
Canadian National Institute for the Blind, Ontario Div., province-wide and Service Employees Intl. (AFL-CIO/CLC)	June	229
Canadian Pacific Express and Transport Ltd., Canpar Div., system-wide and Transportation Communications Union (AFL-CIO/CLC)	Sept.	340
Canadian Rock Salt Co. Ltd., Ojibway Mine, Windsor and Cdn. Auto Workers (CLC)	Mar.	70
Canron Inc., Eastern Structural Div., Etobicoke and Employees Assn. (Ind.)	Oct.	378
Carleton Board of Education, Nepean and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	240
Carleton Board of Education, Nepean and Ont. Public School Teachers' Fed. (Ind.) (elementary school occasional teachers)	July	279
Carleton Board of Education, Nepean and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	156
Carleton Roman Catholic Separate School Board, Nepean and Occasional Teachers' Assn. (Ind.)	Oct.	401
Carleton Roman Catholic Separate School Board, Ottawa and Employees Assn. (Ind.) (full-time and part-time office, clerical, maintenance, plant operations and transportation empls.)	July	28
Carleton University, Ottawa and CUPE (CLC) (full-time and part-time clerical, technical and administrative empls.)	July	26
Carleton University, Ottawa and CUPE (CLC) (graduate and undergraduate student part-time teaching assistants)	Oct.	39
Cdn. Broadcasting Corp., system-wide and Broadcast Empls. (NABET) (CLC)	Mar.	7

Cdn. General Electric Co. Ltd., Oakville, Peterborough and Toronto and Communications-Electrical Workers (CLC) (plant and office empls.)	Mar.	67
Cdn. Newspapers Co. Ltd., The Globe and Mail Div., Toronto and Newspaper Guild (AFL-CIO/CLC) (Advertising, Circulation, Editorial and Maintenance-Delivery Depts. empls. and District Sales Representatives)	Nov.	418
Cdn. Pacific Hotels Corp., Royal York Hotel, Toronto and Hotel Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	May	165
Celanese Canada Inc. - Millhaven Plant, Kingston and Energy and Chemical Workers (CLC)	Mar.	60
Champion Road Machinery Ltd. and Gearco Ltd., Goderich and Machinists (AFL-CIO/CLC) (production and office empls.)	Nov.	451
Chas. Abel Photo Service Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	July	269
Chateau Laurier Hotel, Ottawa and Railway, Transport and General Workers (CLC) (full-time and part-time empls.)	Dec.	476
Chatham Public General Hospital and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Dec.	476
Chicopee Manufacturing Ltd., Kitchener and Employees Assn. (Ind.) (production and maintenance empls.)	Oct.	379
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor and Cdn. Auto Workers (CLC) (production, maintenance, office, clerical and engineering empls.)	Sept.	331
Cluett, Peabody Canada Inc., The Arrow Co. Div., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	July	279
Commonwealth Holiday Inns of Canada Ltd., Holiday Inn of Toronto-Downtown and Hotel Empls. (AFL-CIO/CLC)	Mar.	95
Complax Corp., Cobourg and Communications-Electrical Workers (CLC) (production and office empls.)	Jan.	6
Connaught Laboratories Ltd., Toronto and Bolton and Energy and Chemical Workers (CLC)	Nov.	430
Consumers Distributing Co. Ltd., Mississauga and other southern Ont. centres and Teamsters (Ind.) (warehouse empls. and drivers)	Apr.	115
Consumers Packaging Inc., Toronto and Cdn. Auto Workers (CLC)	Nov.	427
Consumers' Gas Co., Toronto and other central and southeastern Ontario centres and Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory empls.)	Jan.	7
Control Data Canada Ltd., Ottawa and Salaried Employees Alliance (Ind.)	Dec.	478
Cooper Industries (Canada) Inc., Crouse-Hinds E.C.M. Div., Toronto and Cdn. Auto Workers (CLC)	July	259
Corah Ltd., Barrie and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	134
Coro (Canada) Inc., Toronto and Metal Polishers (AFL-CIO/CLC)	Jan.	5
Cuddy Food Products Ltd., London and Food and Commercial Workers (AFL-CIO/CLC)	Aug.	315
Cyanamid Canada Inc., Niagara Falls and Electrical Workers (UE) (CLC)	Feb.	39
Dayton-Walther Canada Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	Apr.	109
Denison Mines Limited, Elliot Lake and United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical empls.)	Sept.	339
Dickenson Mines Ltd., Balmertown and United Steelworkers (AFL-CIO/CLC)	June	211
Domglas Inc., Hamilton and Aluminum, Brick and Glass Workers (AFL-CIO/CLC) (plant and warehouse empls.)	June	205
Dominion Textile Inc., Caldwell Div., Iroquois and United Textile Workers (AFL-CIO/CLC)	Nov.	413

Domtar Inc. - Packaging Group, Containerboard Div., Red Rock and Cdn. Paperworkers (CLC)	Aug.	296
DRG Inc., DRG Packaging Div., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Oct.	376
Du Pont Canada Inc., Maitland and Energy and Chemical Workers (CLC)	Apr.	112
Dubreuil Brothers Ltd., Dubreuilville and Employees Assn. (Ind.)	June	190
Dufferin County Board of Education, Orangeville and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	116
Dufferin-Peel Roman Catholic Separate School Board, Mississauga and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	174
Dufferin-Peel Roman Catholic Separate School Board, Mississauga and CUPE (CLC) (maintenance, service and plant operations empls.)	May	180
Duo-Matic Olsen Inc., Tilbury and United Steelworkers (AFL-CIO/CLC) (production and office empls.)	Mar.	65
Durham Board of Education, Oshawa and CUPE (CLC) (classroom assistants)	Sept.	345
Durham Board of Education, Oshawa and CUPE (CLC) (full-time and part-time custodial, maintenance, cafeteria empls. and drivers)	June	214
Durham Board of Education, Oshawa and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	345
Durham Region Roman Catholic Separate School Board, Oshawa and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	433
Durham Regional Board of Commissioners of Police, Oshawa and Police Assn. (Ind.) (uniformed empls.)	May	166
Durham Regional Municipality, Homes for the Aged, Whitby, Oshawa and Beaverton and CUPE (CLC) (full-time and part-time service empls.)	Jan.	17
Durham Regional Municipality, Works Department, Whitby and CUPE (CLC)	Apr.	127
Dylex Ltd., Weston Apparel Manufacturing Co. Div., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	414
E. B. Eddy Forest Products Ltd., Espanola and Cdn. Paperworkers (CLC) (mill empls.)	Oct.	407
E. B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont. and Cdn. Paperworkers (CLC), Machinists (AFL-CIO/CLC)	Oct.	369
East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	76
East York Borough Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	86
East York Borough, Metropolitan Toronto and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	391
Eaton Yale Ltd., Controls Div., St. Thomas and United Steelworkers (AFL-CIO/CLC)	June	202
Electrical Power Systems Construction Assn., province-wide and (AFL-CIO) (maintenance assist empls.)	July	287
Electrohome Ltd., Cambridge and Cdn. Auto Workers (CLC)	June	243
Elgin County Board of Education, St. Thomas and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	465
Elgin County Board of Education, St. Thomas and Ont. Secondary School Teachers' Fed. (Ind.)	July	261

Essex County Board of Education, Essex and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	346
Essex County Board of Education, Essex and Ont. Secondary School Teachers' Fed. (Ind.)	July	282
Essex County Roman Catholic Separate School Board, Essex and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary teachers)	June	215
Etobicoke City Corp. and CUPE (CLC) (outside empls.)	June	231
Etobicoke General Hospital and Ont. Nurses' Assn. (Ind.)	May	163
Exhibit and Display Association of Canada, Toronto and vicinity and Labourers (AFL-CIO)	Dec.	484
Extendicare Health Services Inc., Beacon Hill Lodges of Canada Ltd., Diversicare Inc., and Versa-Care Ltd., various centres in Ontario and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Jan.	18
Extendicare Health Services Inc., Sudbury (York), Timmins, Kapuskasing (Tri-town), Hearst (Cochrane) and Haileybury (Tri-town) and CUPE (CLC) (full-time and part-time service empls.)	Nov.	446
Extendicare Health Services Inc., York (Sudbury), Timmins, Kapuskasing, Hearst and Tri-Town (Haileybury) and CUPE (CLC) (full-time and part-time empls.)	Jan.	25
Federal Pioneer Ltd., Bramalea and Communications-Electrical Workers (CLC)	Apr.	111
Federated Building Maintenance Co. Ltd., Pearson International Airport, Mississauga and Labourers (AFL-CIO)	Jan.	19
Ferrum Inc., Sonco Steel Tube Ltd., Brampton and United Steelworkers (AFL-CIO/CLC)	Dec.	477
Fisher Controls Co. of Canada Ltd., Woodstock and Cdn. Auto Workers (CLC)	June	208
Fleet Aerospace Corp., Fleet Industries Div., Fort Erie and Machinists (AFL-CIO/CLC) (production and office empls.)	Jan.	4
Fleetwood Canada Ltd., Lindsay and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	461
Ford Electronics Manufacturing Corp., Markham and Machinists (AFL-CIO/CLC)	Feb.	37
Ford Glass Ltd., Scarborough and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	June	206
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor - Various Locals and Cdn. Auto Workers (CLC) (hourly rated, office and clerical empls.)	Oct.	380
Forsyth Trading Co., John Forsyth Co. Div., Kitchener, Waterloo and Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	July	280
Foster Wheeler Ltd., St. Catharines and United Steelworkers (AFL-CIO/CLC)	Feb.	31
Four Seasons Hotels Inc., Four Seasons Yorkville, Toronto and Textile Processors (Ind.)	June	230
Fraser Inc., Thorold Div., Thorold and Cdn. Paperworkers (CLC)	Dec.	460
Frontenac-Lennox and Addington County Roman Catholic Separate School Board, Kingston and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	157
Fruehauf Canada Inc., Manufacturing Plant, Ingersoll and Cdn. Auto Workers (CLC)	Feb.	35
Galco Food Products Ltd., Brampton and Food and Commercial Workers (AFL-CIO/CLC)	Aug.	293
General Freezer Ltd., Woodbridge and United Steelworkers (AFL-CIO/CLC)	Aug.	318

General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and Boisbriand, Que. and Cdn. Auto Workers (CLC) (hourly rated empls.)	Oct.	384
General Tire Canada Ltd., Diversitech General Div., Welland and Rubber Workers (AFL-CIO/CLC)	June	238
Goodyear Canada Inc., Collingwood and Rubber Workers (AFL-CIO/CLC)	Nov.	448
Great Atlantic and Pacific Co. of Canada Ltd., Distribution Centres, Toronto and Peel Region and Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	July	261
Great Atlantic and Pacific Co. of Canada Ltd., Distribution Centre, Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC)	Jan.	8
Great Atlantic and Pacific Co. of Canada Ltd., Windsor and Amherstburg and United Steelworkers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Feb.	41
Great Lakes Forest Products Ltd., Dryden and Cdn. Paperworkers (CLC) (mill, woodlands and chemical operations empls.)	Sept.	326
Great Lakes Forest Products Ltd., Thunder Bay and Cdn. Paperworkers (CLC) (mill empls.)	Oct.	371
GSW Water Products Co., Fergus, Knights Industries Co. Div., Hamilton, and GSW Building Products Co., Hamilton and London and United Steelworkers (AFL-CIO/CLC) (production and office empls.)	Aug.	299
Haldimand Board of Education, Cayuga and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	42
Halton Board of Education, Burlington and CUPE (CLC) (full-time maintenance and custodial empls.)	July	262
Halton Roman Catholic Separate School Board, Burlington and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	158
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	216
Hamilton City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	347
Hamilton City Corp. and Hamilton-Wentworth Regional Municipality, Hamilton and CUPE (CLC) (inside empls.)	Apr.	128
Hamilton City Corp. and Hamilton-Wentworth Regional Municipality, Hamilton and CUPE (CLC) (outside empls.)	June	232
Hamilton City Corp. and Ont. Fire Fighters (Ind.)	July	270
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	Sept.	343
Hamilton Public Library Board and CUPE (CLC) (full-time, part-time and casual empls.)	May	162
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton and Police Assn. (Ind.)	Apr.	129
Hand Assn. of Sewer, Watermain and Road Contractors, OLRB Areas 5 and 26 and Labourers (AFL-CIO)	Apr.	132
Hastings County Board of Education, Belleville and CUPE (CLC) (custodial and maintenance empls., bus and truck drivers and teachers assistants, clerical and technical empls.)	Apr.	117
Hastings County Board of Education, Belleville and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	434
Hastings County Board of Education, Belleville and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	435
Hastings-Prince Edward County Roman Catholic Separate School Board, Belleville and Ont. English Catholic Teachers' Assn. (Ind.)	June	244
Hayes-Dana Filters Inc., Cambridge Div., Cambridge and United Steelworkers (AFL-CIO/CLC)	Mar.	66
Honeywell Ltd., Scarborough and Cdn. Auto Workers (CLC)	Mar.	69

Hospital for Sick Children, Toronto and CUPE (CLC) (full-time service empls.)	Apr.	123
Hudson Aviation Services (Toronto) Inc., Mississauga and Machinists (AFL-CIO/CLC) (full-time and part-time empls.)	Mar.	92
Hudson's Bay Co., Simpsons Ltd. Div., Heavy Goods Distribution Centre, Toronto and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Sept.	344
Huron County Board of Education, Clinton and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	118
Huron County Board of Education, Clinton and Ont. Secondary School Teachers' Fed. (Ind.)	June	217
Hussman Store Equipment Ltd., Brantford and Cdn. Auto Workers (CLC)	Nov.	423
Imasco Ltd., Imperial Leaf Tobacco Div., Aylmer and Energy and Chemical Workers (CLC)	Dec.	457
Inglis Ltd., Cambridge and Communications-Electrical Workers (CLC)	June	200
Innopac Inc., Montebello Metal Inc. Div., Hawkesbury and United Steelworkers (AFL-CIO/CLC)	Feb.	32
Interbake Foods Ltd., London and Grain Millers (AFL-CIO/CLC) (production, maintenance, shipping empls. and drivers)	May	142
Interforest Ltd., Durham and Woodworkers (AFL-CIO/CLC)	May	145
International Malleable Iron Co. Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	June	242
Ivaco Inc., Ivaco Rolling Mills Div., Eastern Steelcasting and Ivaco Rolling Mills, L'Orignal and United Steelworkers (AFL-CIO/CLC)	Oct.	377
James River-Marathon Ltd., Mill Dept., Marathon and United Paperworkers (AFL-CIO/CLC)	Oct.	372
Jane Parker Bakery Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Oct.	366
John Noble Home, Brantford and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Jan.	18
Kellogg Salada Canada Inc., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Apr.	103
Kelsey-Hayes Canada Ltd., Beards Lane Plant and Eureka Foundry Plant, Woodstock and Cdn. Auto Workers (CLC)	Mar.	61
Kendall Canada, Toronto and United Steelworkers (AFL-CIO/CLC) (plant and warehouse empls.)	Oct.	366
Kent County Board of Education, Chatham and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	283
Kent County Board of Education, Chatham and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	284
Kent County Roman Catholic Separate School Board, Chatham and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	43
Kitchener-Waterloo Hospital, Kitchener and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	Aug.	321
Kodak Canada Inc., Toronto and Employees Assn. (Ind.)	Nov.	430
L. Davis Textiles Co. Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	May	177
La-Z-Boy Canada Ltd., Waterloo and Communications-Electrical Workers (CLC)	Nov.	451
Lakehead Board of Education, Thunder Bay and CUPE (CLC) (full-time and part-time empls.)	Oct.	393
Lanark County Board of Education, Perth and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Mar.	77
Lancia-Bravo Foods, Toronto and Food and Commercial Workers (AFL-CIO/CLC)	June	218

Leaf Confections Ltd., Scarborough and Bakery and Tobacco Workers (AFL-CIO/CLC)	Nov.	413
Lear Siegler Industries Ltd., General Seating Div., Kitchener and Cdn. Auto Workers (CLC) (office and plant empls.)	Dec.	462
Lear Siegler Industries Ltd., General Seating Div., Whitby and Cdn. Auto Workers (CLC)	Dec.	464
Lear Siegler Industries Ltd., Whitby and Cdn. Auto Workers (CLC)	Mar.	99
Leeds and Grenville County Board of Education, Brockville and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	394
Leeds and Grenville County Board of Education, Brockville and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	436
Lennox and Addington County Board of Education, Napanee and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers Fed. (Ind.)	June	218
Lever Detergents Ltd., Toronto and Teamsters (Ind.)	Mar.	68
Levesque Plywood Ltd., Hearst and Carpenters (AFL-CIO)	Nov.	415
Libbey-St. Clair Inc., Wallaceburg and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Aug.	301
Lincoln County Board of Education, St. Catharines and CUPE (CLC) (office and technical empls.)	Apr.	119
Lincoln County Board of Education, St. Catharines and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	Mar.	78
Lincoln County Board of Education, St. Catharines and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	218
Lincoln County Board of Education, St. Catharines and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	437
Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide and Ont. Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and casual empls.)	May	155
Loblaws Ltd., province-wide and Food and Commercial Workers (warehouse, advertising and office empls.)	Oct.	390
London and Middlesex County Roman Catholic Separate School Board, London and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	466
London City Board of Commissioners of Police and Police Assn. (Ind.)	July	271
London City Board of Education and CUPE (CLC) (full-time and part-time plant operations empls.)	Sept.	348
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	395
London City Corp. and CUPE (CLC) (inside empls.)	Apr.	130
London City Corp. and CUPE (CLC) (outside empls.)	May	167
London City Corp., Dr. John Dearnness Home for Elder Citizens and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	May	164
London City Public Utilities Commission and CUPE (CLC)	Feb.	40
Loomis Courier Service Ltd., province-wide and Railway, Transport and General Workers (CLC) (full-time and part-time drivers and warehousemen)	Aug.	314
MacMillan Bloedell Ltd., Sturgeon Falls and Cdn. Paperworkers (CLC)	Sept.	327
Malette Kraft Pulp and Power, Smooth Rock Falls and Cdn. Paperworkers (CLC) (mill empls.)	Oct.	373
Mattabi Mines Ltd., Ignace and United Steelworkers (AFL-CIO/CLC)	May	151
McGregor Hosiery Mills, Toronto and Textile and Chemical Union (CCU)	Dec.	458
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Nov.	444

Mechanical Contractors Assn. of Ottawa, Renfrew and Ottawa Area and Plumbers (AFL-CIO/CFL)	Jan.	23
Metropolitan General Hospital, Windsor and Service Employees Intl. (AFL-CIO/CLC) (full-time, part-time and casual service empls.)	June	225
Metropolitan Separate School Board, Toronto and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Jan.	10
Metropolitan Separate School Board, Toronto and Ont. Catholic Occasional Teachers' Assn. (Ind.)	Sept.	358
Metropolitan Separate School Board, Toronto and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary, secondary and continuing education teachers)	Nov.	437
Metropolitan Toronto and Vicinity Residential Low Rise Forming Contractors Assn. and Labourers (AFL-CIO) (house basements)	May	172
Metropolitan Toronto Apartment Builders Assn. and Labourers (AFL-CIO)	May	171
Metropolitan Toronto Independent Contractors, Low Rise Residential Construction and Plumbers (AFL-CIO/CFL)	May	168
Metropolitan Toronto Municipality, Homes for the Aged and CUPE (CLC) (part-time empls.)	June	227
Metropolitan Toronto Zoo Board of Management and CUPE (CLC) (full-time, part-time, seasonal and temporary empls.)	Aug.	304
Microtel Ltd., Brockville and Communications-Electrical Workers (CLC)	Aug.	300
Mississauga City Corp., Transit Dept. and Transit Union (AFL-CIO/CLC)	Sept.	340
Mitsubishi Electronics Industries Canada Inc., Midland and Communications-Electrical Workers (CLC)	July	258
Mount Sinai, North York General, Toronto East General and Orthopaedic Hospitals and Sunnybrook Medical Centre, North York and Toronto and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	May	182
MTD Products Ltd., Kitchener and Cdn. Auto Workers (CLC)	Nov.	450
Muskoka Board of Education, Bracebridge and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	50
Nabisco Brands Canada Ltd., Christie Brown and Co. Div., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Aug.	293
National Grocers Co. Ltd., Central Information Services and Offices, Warehouse, Transport Div. and Cash and Carry Operations at various locations in Ontario and Hull, Que. and Teamsters (Ind.) (full-time and part-time empls.)	Jan.	7
National Research Council of Canada and Research Council Employees' Assn. (Ind.) (technical category empls.)	Oct.	405
National Research Council of Canada, Ottawa and Research Council Employees' Assn. (Ind.) (operational category, supervisory and non-supervisory empls.)	July	287
National Steel Car Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC)	Oct.	386
Navistar International Corp. Canada, Chatham and Cdn. Auto Workers (CLC)	Oct.	384
Niagara Falls City Corp. and CUPE (CLC) (inside and outside empls.)	Apr.	131
Niagara Regional Board of Commissioners of Police, St. Catharines and Police Assn. (Ind.) (uniformed empls.)	Aug.	309
Niagara Regional Municipality, Thorold and CUPE (CLC) (inside and outside empls.)	July	272
Niagara South Board of Education, Welland and CUPE (CLC) (full-time and part-time maintenance, service and plant operations empls.)	Apr.	120
Niagara South Board of Education, Welland and Ont. Public School Teachers' Fed. (occasional teachers)	Apr.	133

Nipissing Board of Education, North Bay and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	439
Nipissing Board of Education, North Bay and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	285
Noranda Minerals Inc., Geco Div., Manitouwadge and Cdn. Union of Base Metal Workers (CNTU) (mine and plant empls.)	Sept.	361
Norfolk Board of Education, Simcoe and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	440
Norfolk Board of Education, Simcoe and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	468
North Bay City Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	87
North York City Corp. and CUPE (CLC) (inside, outside and dental hygiene empls.)	Mar.	88
North York City Hydro Electric Commission and CUPE (CLC) (inside and outside empls.)	Apr.	114
North York Public Library Board, North York and CUPE (CLC) (full-time and part-time empls.)	Oct.	402
Northern Wood Preservers Inc., Thunder Bay and Cdn. Paperworkers (CLC)	Oct.	368
Northumberland and Newcastle Board of Education, Cobourg and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	395
Northumberland and Newcastle Board of Education, Cobourg and Ont. Secondary School Teachers' Fed. (Ind.)	June	219
Omstead Foods Ltd., Wheatley and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	102
Ontario Carpentry Contractors Assn., province-wide except OLRB Areas 1 and 19 to 25 inclusive and Carpenters (AFL-CIO) (residential low rise construction)	June	237
Ontario College of Art, Toronto and Ont. Public Service Empls. (NUPGE) (CLC) (part-time empls.)	Sept.	350
Ontario Concrete and Drain Contractors Assn., OLRB Area 8 and Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	May	171
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (support staff)	Sept.	351
Ontario Dairy Herd Improvement Corp., province-wide and Ont. Public Service Empls. (NUPGE) (CLC) (full-time clerical and technical empls. and field officers)	Sept.	337
Ontario Form Work Assn., province-wide and Form Work Council of Ont., Labourers (AFL-CIO), Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO)	May	168
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	Apr.	124
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (correctional services category)	Apr.	125
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	Apr.	125
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	Apr.	126
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (technical services category)	Apr.	126
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (office administration group)	Aug.	309
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (correctional services category)	Dec.	471
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	May	166

Ontario Government, province-wide and Ont. Provincial Police (Ind.) (police officers)	June	230
Ontario Hydro, province-wide and CUPE (CLC)	Mar.	74
Ontario Jockey Club, Woodbine; Greenwood Race Tracks, Toronto; Mohawk Race Track, Campbellville; and Fort Erie Race Track and Hotel Empls. (AFL-CIO/CLC) (food service empls.)	July	267
Ontario Masonary Contractors Assn. and Independent Masonry Contractors, OLRB Area 15, Residential Agreement and Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers)	Jan.	22
Ontario Masonry Contractors Assn., Ottawa and Labourers (AFL-CIO) (mason tenders, residential construction)	May	173
Ontario Northland Railway and Associated Railway Unions	Apr.	113
Ontario Produce Co., Oshawa Foods Div. of the Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.) (full-time and part-time wholesale food empls.)	May	152
Ontario Store Fixtures Inc., Steel Div., Toronto and United Steelworkers (AFL-CIO/CLC)	Nov.	416
Orangeroot of Canada, operating as Howard Johnson Airport Hotel, Toronto and Hotel Employees (AFL-CIO/CLC)	Dec.	471
Ottawa Area Ready Mix Cos., Ottawa and Teamsters (Ind.)	May	149
Ottawa Board of Education and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Feb.	44
Ottawa Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	10
Ottawa City Corp. and Civic Institute of Professional Personnel (Ind.)	Sept.	356
Ottawa City Corp. and CUPE (CLC) (full-time inside and outside empls.)	Sept.	355
Ottawa-Carleton Regional Municipality and CUPE (CLC) (full-time, part-time and casual inside and outside empls.)	May	176
Oxford County Board of Education, Woodstock and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	348
Oxford County Board of Education, Woodstock and Ont. Secondary School Teachers' Fed. (Ind.)	May	159
Paperboard Industries Corp., Somerville Packaging Div., Toronto and Cdn. Paperworkers (CLC)	Oct.	375
Paperboard Industries Corp., Trent Valley Div., Trenton and Cdn. Paperworkers (CLC)	Nov.	417
Parking Authority of Toronto and CUPE (CLC) (full-time and part-time empls.)	Dec.	465
Peel Board of Education, Mississauga and CUPE (CLC) (full-time academic year and temporary office and clerical empls.)	Feb.	45
Peel Board of Education, Mississauga and CUPE (CLC) (full-time custodial and maintenance empls.)	Feb.	45
Peel Board of Education, Mississauga and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	120
Peel Board of Education, Mississauga and Ont. Secondary School Teachers' Fed. (Ind.)	June	220
Peel Regional Board of Commissioners of Police, Mississauga and Police Assn. (Ind.)	May	184
Peel Regional Municipality, Works Dept., Brampton and CUPE (CLC) (outside empls.)	Sept.	357
Perth County Board of Education, Stratford and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	221
Perth County Board of Education, Stratford and Ont. Secondary School Teachers' Fed. (Ind.)	June	221

Peterborough County Board of Education, Peterborough and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	46
Peterborough County Board of Education, Peterborough and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	11
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board, Peterborough and Ont. English Catholic Teachers' Assn. (Ind.)	Oct.	396
Philips Electronics Ltd., Scarborough and Electrical Workers (IBEW) (AFL-CIO/CFL)	Apr.	110
Pilkington Group, LOF Glass of Canada Ltd. Div., Lindsay and Cdn. Auto Workers (CLC)	Nov.	429
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Plumbers (AFL-CIO/CFL)	June	238
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Labourers (AFL-CIO)	June	242
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Intl. Operating Engineers (AFL-CIO/CFL)	June	247
Pipe Line Contractors Assn. of Canada (Mainline Pipeline Agreement), Canada-wide except Quebec and Teamsters (Ind.)	June	247
Plastics CMP Ltd., Peterborough and Cdn. Auto Workers (CLC)	July	277
PPG Canada Inc., Duplate Div., Hawkesbury and Oshawa and Cdn. Auto Workers (CLC)	May	150
PPG Canada Inc., Glass Div., Owen Sound and Aluminum, Brick and Glass Workers (AFL-CIO/CLC)	Oct.	387
Premdor Inc., Toronto and Carpenters (AFL-CIO)	July	253
Prescott-Russell County Board of Education, Hawkesbury and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	12
Procor Ltd., Oakville and Boilermakers (AFL-CIO/CFL)	Nov.	427
Property Management Service Organization, Toronto and Labourers (AFL-CIO)	June	212
Provincial Schools Authority, province-wide and Provincial Schools Teachers (Ind.)	Sept.	355
Purolator Products Ltd., Mississauga and Cdn. Auto Workers (CLC) (office and production empls.)	Oct.	385
Quebec and Ontario Paper Co., Thorold and Various Unions (mill empls.)	July	256
RCA Inc., Prescott and Communications-Electrical Workers (CLC) (office and production empls.)	July	257
Renfrew County Board of Education, Pembroke and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	222
Renfrew County Board of Education, Pembroke and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	222
Renfrew County Corporation, Bonnechere Manor, Renfrew and CUPE (CLC) (full-time and part-time service empls.)	Dec.	472
Rheem Canada Ltd., Hamilton and Oakville and United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	Jan.	3
Rio Algom Ltd., Elliot Lake and United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical empls.)	Sept.	338
Riverdale Hospital, Toronto and CUPE (CLC) (full-time office, clerical and service empls.)	Feb.	48
Robert Hunt Corp., London and Carpenters (AFL-CIO)	July	254
Robertshaw Controls Canada Inc., Toronto and Electrical Workers (UE) (CLC)	June	209

Ross Memorial Hospital, Lindsay and CUPE (CLC) (service, office and clerical empls.)	Mar.	84
Rowntree Mackintosh Canada Ltd., Toronto and Brewery and Soft Drink Workers (NUPGE) (CLC)	Aug.	294
Rowntree Mackintosh Canada Ltd., Toronto and Cdn. Auto Workers (CLC)	July	253
Royal Ontario Museum, Toronto and Ont. Public Service Empls. (NUPGE) (CLC)	Oct.	402
Rygiel Home, Hamilton and CUPE (CLC)	July	266
Samuel, Son & Co., Ltd., Mississauga and United Steelworkers (AFL-CIO/CLC)	Mar.	64
Sault Ste. Marie Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Jan.	12
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	240
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	79
Scarborough City Corp. and CUPE (CLC) (inside empls.)	Mar.	90
Scarborough City Corp. and CUPE (CLC) (outside empls.)	Mar.	89
Scarborough City Public Utilities Commission, Construction-Unit #1 and Utility Workers (CLC)	Oct.	389
Scarborough General Hospital and CUPE (CLC) (part-time service and maintenance empls. and students)	Feb.	48
Scarborough General Hospital and Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time office and clerical empls.)	Aug.	306
Scarborough Public Library Board and CUPE (CLC)	Apr.	122
Schlumberger Canada Ltd., Sangamo Canada Div., Toronto and Machinists (AFL-CIO/CLC) (production, maintenance and shipping empls.)	June	202
Seagram Co. Ltd., Amherstburg and Cdn. Auto Workers (CLC) (plant empls.)	Mar.	59
Sheller-Globe of Canada Ltd., Kingsville and Cdn. Auto Workers (CLC)	Feb.	36
Simcoe County Board of Education, Barrie and CUPE (CLC) (maintenance, service and plant operations empls.)	Jan.	13
Simcoe County Board of Education, Barrie and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	47
Simcoe County Board of Education, Barrie and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	468
Southam Press Inc., The Citizen Div., Ottawa and Newspaper Guild (AFL-CIO/CLC) (Business Office, Circulation, Editorial and Maintenance Departments, fleet control and other empls.)	Nov.	420
Spar Aerospace Ltd., Toronto and Cdn. Auto Workers (CLC) (hourly rated and salaried empls.)	Feb.	33
Spar Aerospace Ltd., Toronto and Shirleys Bay and Employees Assn. (Ind.)	Sept.	330
Spruce Falls Power and Paper Co. Ltd., Kapuskasing and Cdn. Paperworkers (CLC)	Sept.	328
St. Catharines City Corp. and CUPE (CLC) (outside empls.)	Aug.	311
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor and Service Employees Intl. (AFL-CIO/CLC) (full-time service empls.)	July	265
St. Joseph's Religious Hospitallers of Hotel Dieu, Kingston and Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time empls.)	Sept.	352
St. Lawrence Seaway Authority, Ontario and Quebec and Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	Nov.	431

St. Marys Paper Inc., Sault Ste. Marie and Cdn. Paperworkers (CLC) (mill and office empls.)	Oct.	374
St. Thomas-Elgin General Hospital, St. Thomas and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service and maintenance empls.)	Jan.	15
St. Vincent Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CFL) (full-time and part-time service empls.)	Jan.	16
Standard Tube Canada Inc., Woodstock and Cdn. Auto Workers (CLC)	Feb.	29
Star Slipper Co. Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Jan.	3
Stelco Inc., Hamilton, Brantford and Burlington and United Steelworkers (AFL-CIO/CLC)	June	196
Stelco Inc., Ont., Que. and Alberta and United Steelworkers (AFL-CIO/CLC)	June	198
Stormont, Dundas and Glengarry County Board of Education, Cornwall and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	160
Stormont, Dundas and Glengarry County Board of Education, Cornwall and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	181
Strudex Fibres Ltd., Waterloo and Food and Commercial Workers (AFL-CIO/CLC)	May	143
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	160
Sudbury District Roman Catholic Separate School Board, Sudbury and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	441
Sudbury District Roman Catholic Separate School Board, Sudbury and Ont. English Catholic Teachers' Assn. (Ind.) (elementary teachers)	Sept.	349
Sudbury Regional Board of Commissioners of Police and Police Assn. (Ind.)	July	273
SunarHauserman Ltd., Waterloo and United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	May	146
Sunnybrook Medical Centre, North York and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time office and clerical empls.)	Jan.	17
Susan Shoe Industries Ltd., Fortune Footwear and Permalite Divs., Hamilton and United Textile Workers (AFL-CIO/CLC)	Dec.	457
Tarxien Co. Ltd., Ajax and Cdn. Auto Workers (CLC)	Sept.	358
TDS Ltd., Hagersville, London and Tillsonburg and Woodworkers (AFL-CIO/CLC)	Dec.	459
Textile Rental Institute of Ont., Industrial and Commercial Div., Toronto, Stoney Creek and Mississauga and Textile Processors (Ind.)	Apr.	135
Thomas J. Lipton Inc., Black Diamond Cheese Div., Belleville and Energy and Chemical Workers (CLC)	Apr.	101
Thomas J. Lipton Inc., Bramalea and Grain Millers (AFL-CIO/CLC)	Aug.	295
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.) (uniformed and civilian empls.)	June	234
Thunder Bay City Corp. and CUPE (CLC) (office, clerical and technical empls.)	July	274
Thunder Bay City Corp. and CUPE (CLC) (outside empls.)	Aug.	312
Thunder Bay City Corp., Homes for the Aged and Service Employees Intl. (AFL-CIO/CLC)	Dec.	469
Timminco Ltd., Chromasco Div., Haley and United Steelworkers (AFL-CIO/CLC)	Feb.	30
Toronto and District Carpentry Contractors Assn., OLRB Areas 8 and 18 and Carpenters (AFL-CIO) (residential high-rise construction)	May	174

Toronto and Vicinity Residential Framing Contractors Assn., OLRB Area 8 and Labourers (AFL-CIO) (housing carpentry)	May	173
Toronto Area Transit Operating Authority, GO Transit and Transit Union (AFL-CIO/CLC)	Mar.	72
Toronto Board of Education and Ont. Public Service Empls. (NUPGE) (CLC) (elementary and secondary occasional teachers)	Mar.	80
Toronto City Corp. and Intl. Fire Fighters (AFL-CIO/CLC)	Nov.	447
Toronto City Corp., Metro Toronto Municipality and Metro Toronto Licensing Commission and CUPE (CLC) (inside and outside empls.)	June	234
Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly rated and salaried empls.)	Feb.	40
Toronto Harbour Castle Hotel and Textile Processors (Ind.)	July	268
Toronto Hotel Employers Association representing Delta Chelsea Inn, Hampton Court Hotel, Hotel Plaza II, Inn on the Park, Loews Westbury Hotel Ltd., Prince Hotel, Ramada Inn-Don Valley, Ramada Inn-Downtown, Sheraton Centre and Westin Hotel and Hotel Empls. (AFL-CIO/CLC)	Mar.	85
Toronto Public Library Board and CUPE (CLC) (full-time and part-time librarians, office, and clerical empls.)	Oct.	403
Toronto Star Newspapers Ltd., Toronto and Graphic Communications Union and Machinists (AFL-CIO/CLC), and Electrical Workers (IBEW) (AFL-CIO/CFL) (production empls.)	June	193
Toronto Star Newspapers Ltd., Toronto and Newspaper Guild (AFL-CIO/CLC) (non-printing empls.)	June	195
Toronto Transit Commission and CUPE (CLC) (electrical and technical empls.)	Sept.	343
Toronto Transit Commission and Gray Coach Lines, Toronto and Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance empls.)	Sept.	342
Toronto Western Hospital and CUPE (CLC) (full-time office and clerical empls.)	Nov.	448
Trans Nation Inc., King Edward Hotel, Toronto and Hotel Employees (AFL-CIO/CLC)	June	246
Transelectrix Technology Inc., Guelph and Electrical Workers (UE) (CLC)	Apr.	111
Transelectrix Technology Inc., Transformer Div., Hamilton and Electrical Workers (UE) (CLC)	June	203
Treasury Board of Canada and Air Traffic Controllers (Ind.)	Sept.	360
Treasury Board of Canada and Electrical Workers (IBEW) (AFL-CIO/CFL) (electronics group)	Aug.	308
Treasury Board of Canada and Foreign Service Officers (Ind.)	Oct.	406
Treasury Board of Canada and Professional Institute (Ind.) (commerce group)	Jan.	20
Treasury Board of Canada and Professional Institute (Ind.) (meteorology group, full-time and part-time empls.)	Jan.	21
Treasury Board of Canada and Professional Institute (Ind.) (veterinary medicine group)	Sept.	354
Trent University Board of Governors, Peterborough and Faculty Assn. (Ind.)	Nov.	445
Tridon Ltd., Burlington and Employees Assn. (Ind.)	Jan.	24
Trim Trends Canada Ltd., Dundalk and United Steelworkers (AFL-CIO/CLC) (full-time and part-time empls.)	Dec.	474
TRW Canada Ltd., Vehicle Safety Systems Div., Penetanguishene and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	105
Uniroyal Chemical, Elmira and United Steelworkers (AFL-CIO/CLC)	Sept.	335
United Technologies Automotive (Canada) Inc., Automotive Products Div., St. Thomas and Machinists (AFL-CIO/CLC)	Dec.	464
University of Guelph and CUPE (CLC) (trades, services and maintenance empls.)	Aug.	303

University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	July	285
University of Ottawa and University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	Aug.	316
University of Toronto Governing Council and Faculty Assn. (Ind.)	May	162
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	Sept.	352
University of Western Ontario, Physical Plant Dept. and Thompson Arena, London and CUPE (CLC)	Oct.	398
University of Windsor and Faculty Assn. (Ind.)	July	265
University of Windsor and Service Employees Intl. (AFL-CIO/CLC) (office empls.)	Oct.	399
Unox, Shopsy's Foods a Div. Thomas J. Lipton, Mississauga and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	100
UTDC Inc. - Can-Car Thunder Bay Works, Thunder Bay and Cdn. Auto Workers (CLC)	June	199
V.I.P. Hotels Ltd., The Sutton Place Hotel, Toronto and Hotel Employees (AFL-CIO/CLC) (full-time and part-time empls.)	Nov.	453
V.M.E. Equipment of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	Nov.	422
Versa-Care Ltd. and Brierwood Health Care Partnership, Brierwood Health Centre, Brantford, Sumit Place at Owen Sound and Telfer Place, Paris and Christian Labour Assn. (Ind.) (full-time and part-time empls.)	Dec.	470
Versa-Care Ltd., Bestview Health Care Centres Inc., various Ontario cities and Christian Labour Assn. (Ind.)	May	164
VIA Rail Canada Inc. and Railway Carmen (AFL-CIO/CLC)	Apr.	134
VIA Rail Canada Inc., system-wide and Railway, Transport and General Workers (CLC) (on-train empls.)	Aug.	302
VIA Rail Canada Inc., system-wide and Railway, Transport and General Workers (CLC) (off-train empls.)	Aug.	320
Victoria Hospital Corp., London and Service Employees Intl. (AFL-CIO/CLC)	Aug.	306
Victoria Hospital, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Feb.	51
Wardair Canada Inc., Mississauga and Cdn. Auto Workers (CLC)	Nov.	432
Wardair Canada Inc., system-wide and CUPE (CLC)	Oct.	388
Wardair Canada Inc., system-wide and Machinists (AFL-CIO/CLC) (engineers, technicians, mechanics and maintenance empls.)	Oct.	408
Warrington Products Inc., Greb Footwear Div., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	458
Waterloo County Board of Education, Kitchener and Educational Support Staff Assn. (Ind.)	Mar.	80
Waterloo County Board of Education, Kitchener and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	441
Waterloo County Board of Education, Kitchener and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	349
Waterloo County Roman Catholic Separate School Board, Kitchener and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	81
Waterloo Regional Board of Commissioners of Police, Kitchener and Police Assn. (Ind.) (police officers)	June	237
Waterloo Regional Municipality and CUPE (CLC) (inside and health unit empls.)	Aug.	313
Weldwood of Canada Ltd., Longlac Plywood Div., Longlac and Carpenters (AFL-CIO)	Nov.	416

Welland County Roman Catholic Separate School Board, Welland and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	176
Wellesley Hospital, Toronto and Service Employees Intl. (AFL-CIO/CLC) (clerical empls.)	Aug.	307
Wentworth County Board of Education, Ancaster and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	July	262
Wentworth County Board of Education, Ancaster and Ont. Secondary School Teachers' Fed. (Ind.)	July	263
Westin Hotel, Ottawa and Textile Processors (Ind.) (full-time and part-time empls.)	Dec.	472
Westinghouse Canada Inc., Hamilton and Electrical Workers (UE) (CLC)	May	148
Weston Bakeries Ltd., Dupont Plant, Toronto and Teamsters (Ind.)	Apr.	103
Wickes Manufacturing Co., Windsor Bumper Div., Windsor and Cdn. Auto Workers	Apr.	107
Willett Foods Inc., 57 Mr. Grocer Franchisees, various centres across Ontario and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail store empls.)	Mar.	94
William Neilson Ltd., Georgetown and Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	28
William Neilson Ltd., Halton Hills Dairy, Georgetown and Teamsters (Ind.)	May	141
Windsor City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	443
Windsor City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	223
Windsor Electrical Contractors Assn., Essex and Kent Counties and Electrical Workers (IBEW) (residential construction)	July	288
Windsor Heavy Construction Assn., Kent and Essex Counties and Teamsters (Ind.), Labourers (AFL-CIO) and Intl. Operating Engineers (AFL-CIO/CFL)	June	247
Windsor Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	81
Windsor Roman Catholic Separate School Board and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time caretakers, teacher aides, secretaries and office empls.)	May	161
Windsor Western Hospital Centre Inc., I.O.D.E. Unit and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	July	286
Women's College Hospital, Toronto and CUPE (CLC) (full-time service and maintenance empls.)	Feb.	52
Woodbridge Foam Corp., Tilbury and Cdn. Auto Workers (CLC)	June	210
York City Corp., Works Dept. and Parks and Recreation Dept. and CUPE (CLC) (outside empls.)	Mar.	91
York Region Board of Education, Aurora and CUPE (CLC) (office, clerical and technical empls.)	Jan.	14
York Region Board of Education, Aurora and CUPE (CLC)	Apr.	121
York Region Board of Education, Aurora and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	224
York Region Board of Education, Aurora and Ont. Secondary School Teachers' Fed. (Ind.)	June	241
York Region Roman Catholic Separate School Board, Richmond Hill and CUPE (CLC) (office, clerical and technical empls. and educational assistants)	Aug.	314

York Region Roman Catholic Separate School Board, Richmond Hill and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	82
York Regional Board of Commissioners of Police, Newmarket and Police Assn. (Ind.)	Aug.	317
York Regional Municipality and York Regional Land Div., Newmarket and CUPE (CLC) (inside and outside empls.)	Jan.	21
York University, Toronto and Cdn. Educational Workers (Ind.) (Unit 1: graduate students and Unit 2: part-time faculty)	Dec.	483
York University, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Aug.	304
York University, Toronto and Faculty Assn. (Ind.) (full-time professors, lecturers and librarians)	Dec.	482
York University, Toronto and York University Staff Association (CCU) (office, clerical, laboratory and technical empls.)	Oct.	400
Z and W Foods Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	100
Zehrmart Ltd., Zehrs Markets Div., southwestern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail store empls.)	Nov.	452
Zehrmart Ltd., Zehrs Markets Div., various locations in southwestern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	May	153

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